From: [redacted]
Sent: Thursday, November 13, 2014 12:00 PM
To: Christopher Kennedy; James Montgomery; Wise, Phyllis M; uibot
Subject: letter in support of James Kilgore

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees, current term: 2009-2015
James Montgomery, currently serving on the Board 2013 to 2019
Chancellor Phyllis Wise <pmwise@illinois.edu>
Ricardo Estrada, current term: 2011-2017
Patrick J. Fitzgerald, current term: 2013-2019
Karen Hasara, current term: 2011-2017
Patricia Brown Holmes, current term: 2011-2017
Timothy Koritz, current term: 2013-2019
Edward L. McMillan, current term: 2009-2015
Pam Strobel, current term: 2009-2015
Hannah Cave, student, Springfield campus
Lucas N. Frye, student, Urbana-Champaign campus

To the Members of the Board of Trustees:

I left the PhD program for just this sort of trend at the University of Illinois. I am writing in support of James Kilgore.

- The record demonstrates that James Kilgore always voluntarily disclosed his past to his department, to the university, and to the community.
- The record demonstrates that James Kilgore and the Center for African Studies complied with all policies and practices.
- The record demonstrates that the Center for African Studies valued, and continues to value, James Kilgore.[1]
- The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus.
- The Hiring Process Review Committee recommends "Mr. Kilgore be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment."

No errors were made, no corners were cut, no policies were violated in hiring Dr. Kilgore.

The new policies that were written after the fact appear to be specifically implemented in order to attack Dr. Kilgore -- these policies are poorly thought out and are seen by academic community as a mostly an emotional knee-jerk response.[2]

I join in calling on the Board of Trustees to do the following:

1. 1) Please follow the recommendations of the committee and reinstate Dr. Kilgore immediately. The University of Illinois at Urbana Champaign has been denied the skills and experience of an important scholar and an instructor who has twice appeared on the excellent teacher list.
2. 2) Please issue a public statement commending the review committee for its work and findings.
3. 3) Please refrain from further interference in the hiring decisions made by executive officers and Deans.
4. 4) Please recognize and respect the authority of campus administration and departments to carry out their designated duties and responsibilities.

Sincerely and respectfully submitted,

[redacted]

[1] The committee found that “Professor Bowen reports that Mr. Kilgore has been exceptional at his duties. Mr. Kilgore has done more than his academic hourly position would require including securing $2.7 million in grants to support the Center, writing newsletters, coordinating a memorial service for Nelson Mandela, and organizing conferences including one being held in Africa.” And “His insight was appreciated by other participants, and he was considered to be talented at developing a collaborative discussion — thoughtful, well- read, good listening skills, and not domineering.”

[2] Similarly, the one part of the Hiring Process Review Committee Report with which I doubt the expertise, the qualifications, and the understanding of “ban the box” trends in the state of Illinois of the committee is the recommendation that the campus develop a more extensive criminal background check policy for more hires. Additional, nit-picking criminal background checks will most heavily affect minority applicants, specifically black males.

From: [redacted]
Sent: Tuesday, November 11, 2014 1:46 PM
To: uibot
Subject: Vote No on the proposal to create a new private colllege of medicine and dont authorize an funding to support ths activity

Vote NO,, Just because the Chancellor of the Urbana-Champaign wants this – doesn't make this a good idea..

[redacted]

[redacted]

From: [redacted]
Sent: Tuesday, November 11, 2014 2:17 PM
To: uibot
Subject: Do not hire Terrorist and convicted murderer James Kilgore

As a University of Illinois alum from the Urbana class of 1982 I'm embarrassed that the University of Illinois is considering hiring terrorist James Kilgore.
Why would you believe you would have to stoop so low to fill a position and our elite institution.
I vehemently do not support hiring terrorist James Kilgore and will be disgusted with this U of I administration if they do so.
Please encourage Mr. Kilgore to employ himself somewhere in the middle east where they can employ his terrorist mindset.
We don't need a convicted murderer on staff. I'm [redacted] Myrna Opsahl who was a 42 mother of 4 children who was gunned down by Mr. Kilgore would agree.
Thanks

[redacted]

From: [redacted]
Sent: Wednesday, November 12, 2014 9:45 AM
To: uibot
Cc: [redacted]
Subject: James Kilgore

As an annual supporter and volunteer for the University of Illinois, I am writing to express my dismay and concern that the Board of Trustees of the University of Illinois would consider offering a position to James Kilgore. Please add my voice to those who are vehemently opposed.

[redacted]

[redacted]

From: Lang, Kristin Nicole
Sent: Wednesday, November 12, 2014 9:49 AM
To: uibot; University of Illinois Annual Fund
Subject: Donor Comment

Dear Board Office:

This morning, a donor called the Illinois Annual Fund office and asked us to formally document a concern of his and pass it along to you all as well; that is the purpose of this email.

[redacted]) is the father of an alumnus and called out of concern regarding the upcoming consideration of the appointment of James Kilgore, which he read about in the news. [redacted] is very much against any hiring of James Kilgore because of his past convictions and association with the SLA.

If you feel any follow-up is necessary, please feel free to reach out to [redacted] directly.

Thank you,
Kristin Lang

Kristin N. Lang
Associate Director of Annual Giving Stewardship
Office of the Vice Chancellor for Institutional Advancement
507 E. Green St, Suite 426
Champaign, IL 61801
(p) 217-300-4454 / (e) klang2@illinois.edu

-----Original Message-----
From: [redacted]
Sent: Wednesday, November 12, 2014 11:41 AM
To: uibot
Subject: Hiring killer as a professor

I just saw on TV news that Board is considering hiring an ex-con terrorist and murderer as a professor. I am glad none of my family is considering enrolling in such a school apparently run by such people! Truth is stranger than fiction.

-----Original Message-----
From: [redacted]
Sent: Wednesday, November 12, 2014 12:55 PM
To: uibot
Subject: Kilgore

If I thought for a minute my granddaughter, as a UIUC applicant, would be exposed to the sermons of a newly "reformed" ex-convict, we (she) would be looking elsewhere.

Surely this great school can do better.

Sincerely,
[redacted]
UIUC, '56

From: [redacted]
Sent: Wednesday, November 12, 2014 1:12 PM
To: uibot
Cc: Krikau, Elise (UIC)
Subject: James Kilgore

To the U of Illinois Bd of Trustees

I am a 1955 University of Illinois Occupational Therapy graduate School of Medicine, Chicago.

I am **extremely** disturbed by the recent news which states that you are considering rehiring James Kilgore. I am **very** opposed to such a move. I always disagreed with the hiring of Bill Ayres on the Chicago campus and am surprised that his wife still teaches at Northwestern.

These hiring practices which have such extreme influence on students and their values, have kept me from any monetary giving in the past and will continue to do so in the future.

A quick thumbprint of who I am: [redacted]

Please do not damage the reputation of the U of IL by rehiring James Kilgore.

[redacted]

[redacted]

From: [redacted]
Sent: Wednesday, November 12, 2014 1:17 PM
To: uibot
Subject: Opposition to Hiring James Kilgore

Dear U of I Board of Trustees,

I am disappointed to hear the news that the UI BOT is considering re-hiring James Kilgore as a professor on the UIUC Campus. This decision would certainly be bad for the students at this campus. This man was a terrorist, communist, kidnapper, and convicted murderer (and only received a 6-year prison sentence)! Is the pool of qualified professors so tiny that UI would resort to this? Or is the BOT caving in to relentless pressure by a loud radical group of supporters?

I am not a loud radical group, I am just a UIUC alum. I received a B.S. in Marketing ('83) and an M.B.A. in Marketing ('84). I visit the school often and am proud of its reputation. I want my kids and my friends' kids to attend a campus with professors who would never engage them in radical, dysfunctional thinking. Those deep-held beliefs do not change. Look at Bill Ayers (another UI personnel mistake) -- in a recent interview he admitted that he cannot rule out a terrorist act again. Does that sound like a "rehabilitated man"?

Let's not make this mistake again. Let this person work in a job where he is not in a position to influence young, impressionable minds. Please, do not hire this man.

Sincerely,

[redacted]
University of Illinois, Urbana-Champaign
BS/Marketing (83), MBA/Marketing (84)

From: [redacted]
Sent: Wednesday, November 19, 2014 5:37 AM
To: uibot
Subject: Mr. Kilgore

Mr. Kilgore should not be allowed to teach at the University of Illinois. His participation as a faculty member discredits the University. Please reconsider your decision.

From: [redacted]
Sent: Wednesday, November 19, 2014 8:49 AM
To: uibot
Subject: Do not hire James Kilgore.. Convict and Terrorist

Bot:

Why in the world is this person even in our system or near our students?

Have we not learned from hiring Bill Ayers this puts a terrible rep on our flagship University?.

Under no circumstances should this person or any others with this background be on staff at Illinois.

This is disgraceful to think any board would approve a hiring including approval by our University president!

Regards,

[redacted]
Illinois '77

[redacted]

-----Original Message-----
From: [redacted]
Sent: Wednesday, November 19, 2014 9:02 AM
To: uibot
Subject: Mr. Kilgore

U of I Board of Directors,

I am an Alumni of the University of Illinois (BSME in 1964). I am appalled at the university's decisions to hire "unacceptable" people to teach our children. I do not want my grandchildren taking any classes from Bill Ayers or Mr. Kilgore. I stopped donating money to the university when I found out about Bill Ayers teaching at the university and would not recommend the university to anyone based on the board's decisions.

[redacted]
BSME 1964

From: [redacted]
Sent: Monday, December 01, 2014 10:35 AM
To: uibot
Subject: Kilgore

Why wasn't a criminal check not required during interview process?

[redacted]

From: [redacted]
Sent: Monday, December 01, 2014 11:01 AM
To: jscohen@tribpub.com
Cc: uibot
Subject: Kilgore article

…armed robbery that left a bank customer dead…

…after that incident…

Kilgore became a fugitive from justice for 30 years lying about his name and background. Only after he was arrested and extradited and plead guilty, he served his time in jail. Is this the type of person we want in our university? Had he not been arrested, would he have voluntarily taken responsibility for his crimes and accepted the appropriate punishment?

After contacting Bowen, she wrote back, the next day, he would be hired. Is it that easy to get hired at U of I? I'm sure all those doctoral candidates, pursuing university teaching opportunities, found that interesting. In addition, why wasn't a criminal check required when he was hired?

[redacted]

From: [redacted]
Date: Friday, December 5, 2014 at 7:44 AM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: Kilgore

You guys must really be proud. Hire a convicted murderer, terrorist, and overall bad guy to teach our kids and future leaders. This is the problem with our universities today and the reason America is going down the wrong road ever so rapidly. If you would take responsibility for excellence, others would too, and our future leaders would come out of college ready to lead this country in the right direction. But no, you let an America hater teach our kids. Well, how do you think they will come out? Oh yea, that is probably your agenda and goal, because, let's face it, your love for this country and its founding principles are suspect as well. Shame on you. I will throw your university under the bus, every chance I get, until you stand up and do the right thing.

Sincerely,

[redacted]

From: [redacted]>
Date: Friday, December 5, 2014 at 9:37 AM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: James Kilgore

I am greatly disturbed that you hire someone with a history with the "SLA" such as James Kilgore. Our Country does not need people with his character teaching our young people. We need people with a character of patriotism and wisdom.
I urge you to reverse your decision to hire Mr. Kilgore.
Thank you for time and consideration, [redacted]

From: uibot
Sent: Wednesday, November 05, 2014 8:42 AM
To: Christensen, Jeffrey Thomas; Myrick, Matthew A
Cc: Rice, Scott; Wise, Phyllis M
Subject: FW: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

FYI....

From: Kies, Susan Mary
Sent: Wednesday, November 05, 2014 8:39 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; Hardy, Thomas P; Bearrows, Tom; Ike Saunders [redacted] Rice, Scott
Subject: FW: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

TO: Members of the Board of Trustees and Mr. McKeever

Please see the email from James Kilgore below regarding a media event planned on November 10, 2014.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

From: James Kilgore [redacted]
Sent: Wednesday, November 05, 2014 1:30 AM
To: James Kilgore
Subject: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

Dear friends,
Earlier this year you signed a petition in support of my continued employment at the University of Illinois. Once again, let me say how grateful I am for that support. I have remained unemployed since May 15 while my status has remained in limbo.
Over the summer the Provost appointed a committee to investigate and report on the process through which I was hired. **Professor Matthew Wheeler of the Department of Animal**

Sciences chaired that committee. I am told that the Board of Trustees meeting of November 13th in Chicago will consider the recommendations of this report and a resolution pertaining to my employment at the U of I.

At 9:30 a.m. on Monday, November 10th, The Friends of James Kilgore will hold a media conference in the run up to the Board meeting. It will take place **on the Wright Street side of the Henry Administration Building** (506 S. Wright St), which houses the offices of the Board. The Friends will be asking the Trustees to follow the recommendations of Professor Wheeler's committee. Furthermore, they will maintain that the Board of Trustees has no authority to breach the autonomy of campus governance and violate the procedures for hiring faculty and staff already in place and recognized by the university Administration.

I and the Friends would be very appreciative if you could attend this conference as a show of support.

Thank you,

James Kilgore
Research Scholar
Center for African Studies
UIUC

From: Kies, Susan Mary
Sent: Wednesday, November 05, 2014 8:39 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; Hardy, Thomas P; Bearrows, Thomas; Ike Saunders ([redacted] Rice, Scott
Subject: FW: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

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506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

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To: James Kilgore
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authority to breach the autonomy of campus governance and violate the procedures for hiring faculty and staff already in place and recognized by the university Administration.

I and the Friends would be very appreciative if you could attend this conference as a show of support.

Thank you,

James Kilgore
Research Scholar
Center for African Studies
UIUC

[redacted]

From: Abel, Julia Louise
Sent: Wednesday, November 12, 2014 4:38 PM
To: Kies, Susan Mary
Subject: Re: Letter to UI BOT re James Kilgore.pdf

I've added this email and letter and the others that you've sent to the Board Book.

Julia Abel
University of Illinois
Board of Trustees Office
352 Henry Administration Building, MC-350
506 S. Wright Street
Urbana, IL 61801
(217) 333-8673 - Phone

Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: <Kies>, Susan Kies <kies@uillinois.edu>
Date: Wednesday, November 12, 2014 at 4:23 PM
To: Julia Abel <jabel@uillinois.edu>
Subject: FW: Letter to UI BOT re James Kilgore.pdf

From: Chris Kennedy <[redacted]
Date: Wednesday, November 12, 2014 at 4:20 PM
To: "Kies, Susan Mary" <kies@uillinois.edu>
Subject: Letter to UI BOT re James Kilgore.pdf

Here is a letter from some fellow who studies speech [redacted]

Christopher G. Kennedy
[redacted]

[redacted]

Christopher G. Kennedy, Chair
Board of Trustees
University of Illinois
352 Henry Administration Building
506 S. Wright Street
Urbana, IL 61801

CC: James Montgomery, Board Member, University of Illinois Board of Trustees
Phyllis Wise, Chancellor, University of Illinois at Urbana-Champaign

Mr. Kennedy:

As a graduate of the University of Illinois, I write to urge you and the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

In a public response to this report, you stated that the committee seemed primarily concerned with whether "the paperwork was filled out correctly," in contrast to the Board's additional responsibilities as the governing body of a state-funded public institution. I urge you to revisit your assessment of the committee report, as it is clearly concerned with much more than appropriate procedure. As the committee report suggests, a decision not to reinstate Mr. Kilgore would serve to further reinforce the significant local and national perception of the University of Illinois as an institution unconcerned with equity and fairness in its treatment of teaching and other vital employees.

In fact, the report could not be clearer as a document interested in more than correct procedure (and as a Board Chair, I am sure you appreciate the substantive value of ensuring that procedure is followed in an equitable manner with respect to employment decisions). The committee finds that failing to "endorse the professional judgments of units wishing to hire Mr. Kilgore during the Fall 2014 semester" would constitute unfair and unnecessary treatment of Mr. Kilgore in a manner inconsistent with the University's longstanding employment practices. You may wish to follow other recommendations of the committee report and clarify policies related to hiring persons with criminal records—but these policies were not in place when Mr. Kilgore was hired, and acting otherwise would rightly open the Board to charges of discriminatory action. This is not a question of "paperwork." As you say, public institutions are responsible to their public. Surely the people of the state of Illinois expect, endorse, and deserve fair and consistent treatment from their employers.

The committee report notes that when Mr. Kilgore was first employed at Urbana-Champaign, he was still on supervised parole. Procedurally, this means that the State of California considered Mr. Kilgore's successful employment at your institution—as verified by his immediate supervisors, members of the Illinois faculty—to have been a vital component in its recognition of Mr. Kilgore's successful rehabilitation as a productive member of society. Given your prominent roles as leaders of the state's flagship educational institution, your and the Board's failure to reinstate Mr. Kilgore would send a clear message that in Illinois, rehabilitation is not possible, that there can be no opportunity for a person who has committed a crime to work in the future for the betterment of their community.

The report also recommends that the University of Illinois adopt a consistent policy of mandatory criminal background checks for all non-student employees. As you may know, Mr. Kilgore spoke against this aspect of the committee report, even as he urged the Board to allow his reinstatement. This unselfish act is only one of the many demonstrations I have seen in person and from afar of Mr. Kilgore's quality as a person, an educator, and a member of the Champaign and Urbana communities. Mr. Kilgore knows that requiring criminal background checks will not increase the safety or security of members of the University of Illinois community. In fact, research shows that such policies actually increase violence—rejecting them is one of the best measures employers can take to support public safety.[1] There is no responsible policy justification for such a policy. Instead, this requirement would mark the University as an unfriendly place for rehabilitation and second-chances, a regressive institution that would take it upon itself to further judge individuals who have already been judged by their peers, and in many cases served terrible sentences as a result of this judgment. Just as with the requirement of a background check, any decision that disallows Mr. Kilgore's employment can only be explained as an act of simple animus on the part of yourself and other members of the Board.

I am a graduate of the University of Illinois, with a Ph.D. in Speech Communication. As a rhetorician and argument scholar, I can think of nothing more cowardly or hypocritical than to act with discrimination and animus toward a beloved employee because of decisions he made in his past—for which he has already paid a price more severe than you or I can even conceive of—and explain such an action away with canards about your responsibilities as a public servant.

If the Board fails to allow Mr. Kilgore's reinstatement, you would again send a clear signal that the Board of the University of Illinois, as the ultimate representative of its state's flagship institution, is willing to put personal and political attitudes regarding individual employees above the interests of its faculty, students, and state. If you are truly interested in your public responsibility as the Chair of the University of Illinois Board of Trustees, then I urge you to follow the recommendations of your own faculty in reinstating Mr. Kilgore, while resisting the temptation to then deny other prospective members of the Illinois community the same chance to act once again as valued members of society.

Thank your for your time and consideration of this matter.

Sincerely,

[redacted]

[redacted]

[1] National Employment Law Project, "Research Finds Fair Chance Policies Support Families and Communities, Increase Public Safety," *NELP.org*, available at http://www.nelp.org/page/-/SCLP/2014/Guides/NELP_Research_Factsheet.pdf

From: Kies, Susan Mary
Sent: Sunday, November 23, 2014 7:55 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; Bearrows, Thomas; Hardy, Thomas P; [redacted] Hudak-David, Virginia
Subject: FW: NG's Jim Dey re James Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Also in the *News Gazette* today: a Jim Dey article regarding James Kilgore.

Please see below.

Susan

From: <Hudak-David>, Virginia Hudak-David <hudakdav@uillinois.edu>
Date: Sunday, November 23, 2014 at 7:42 AM
Subject: NG's Jim Dey re James Kilgore

Jim Dey: With Kilgore, the past isn't past because he's basically the same guy

Sun, 11/23/2014 - 7:00am | Jim Dey

University of Illinois faculty supporters of onetime SLA terrorist James Kilgore have one less reason to rage at the machine now that they've won the argument over the convicted murderer's rehiring.

But they need not have become so exorcised over the matter. Kilgore was destined to return to the UI's loving embrace — and achieve celebrated martyr status in the process — the minute Chancellor Phyllis Wise bowed to campus protests and appointed a faculty committee to study Kilgore's situation and make recommendations.

Naturally, the committee recommended rehiring Kilgore. How could they have not? And, further, why not?

What better place for someone of Kilgore's background than the natural habitat of a major university campus? It's the ultimate political sandbox for self-styled radicals who delight in shaking their fists at the man. It's not just fun for these self-aggrandizing rebels, but risk-free, thanks to the concepts of tenure and academic freedom.

Let's call it what it really is — the equivalent of streaking for adults too old to take their clothes off in public.

Prudes on and off campus may be shocked an individual whose crimes were so vicious — including bank robbery, murder, multiple bombings — would be knowingly hired by one of the world's great research universities. But campus cognoscente were shocked by the notion that anyone would object.

One Kilgore job included working as an academic hourly employee on the Education Justice Project conducted by the Center on Democracy in a Multiracial Society, a campus redoubt for small-time lefties.

"Professor (Rebecca) Ginsburg made it clear that Mr. Kilgore was not hired 'in spite of his past' but rather was hired 'because of his past,'" the report states. "It made sense to Professor Ginsburg to hire a formerly incarcerated person who also had the requisite scholarly training to develop a bibliography directed at incarceration."

Another professor involved in a Kilgore hire knew him from his days as a fugitive from the FBI in South Africa.

"(Professor Faranak) Miraftab had been hiring Mr. Kilgore as an academic hourly to perform research under her direction. Mr. Kilgore was a former colleague of Professor Miraftab from South Africa," the committee report states.

The entire Kilgore controversy stems from his mid-1970s activities as an energetic member of a cult called the Symbionese Liberation Army, a vicious group of lunatics who wanted to overthrow the government.

Led by an escaped convict named Donald DeFreeze, this handful of political crackpots assassinated the superintendent of the Oakland schools and severely wounded one of the superintendent's top aides. They kidnapped publishing heiress Patty Hearst and held her for ransom. Most were killed in a savage televised shootout with the Los Angeles Police Deparment.

Three original SLA members remained — Bill and Emily Harris and SLA-kidnap-victim-turned-revolutionary-convert Hearst, and they ultimately joined forces with Kilgore and his girlfriend.

Together, they gave birth to a second, equally dangerous SLA.

Kilgore defenders note that was 40 years ago, suggesting it no longer matters.

But that assertion reminds of the William Faulkner quote, "The past is not dead. Actually, it's not even past."

Kilgore's past isn't past because he's pretty much the same guy now that he was then, just older and wiser in his tactics.

That's not what he suggests, of course. Kilgore gave an impassioned address to UI trustees in which he described feeling "shame" for his past conduct. He didn't go into detail about what exact conduct he regrets. But he minimizes his role in two bank robberies in which he and his heavily armed colleagues participated.

He doesn't have much to say about Myrna Opsahl, the mother of four who was shot and killed during one bank robbery, or about the miscarriage they caused when one of the robbers kicked a pregnant bank teller in the stomach.

Instead, he presents himself to the public in a much more benign way, as expressed in a website that touts his fiction writing.

"The author, James Kilgore, lived as a fugitive in South Africa from 1991 to 2002 under the name John Pape. He was an educator, researcher and activist. In 2002, authorities extradited him to the United States where he served six and a half years in prison for political offenses committed in the 1970s," the author biography states.

The phrase "political offenses" suggests Kilgore sees himself as the victim of an oppressive, dictatorial regime. That's an interesting way to describe robbing banks, taking innocent life, trying to kill police officers by bombing their squad cars and attempting to kill and maim military veterans attending a convention.

By the Kilgore standard, the surviving Boston Marathon bomber is a political prisoner, too.

Kilgore now says he rejects what he calls the "politics of small-group violence." But examine that phrase carefully — its narrow meaning speaks volumes.

Kilgore didn't say he rejects violence as a political tool. He didn't say he rejects large-group violence as a political tool. He said he rejects "small-group violence."

Why reject one and not the other? Kilgore concluded decades ago, when he first went on the lam, that the SLA's efforts to bring down American democracy were not morally wrong, but futile because they were destined to fail. The SLA was so small, and the federal government so big.

Even worse, his ill-advised flirtation with political revolution was personally catastrophic, causing him to spend decades in hiding, six-plus resentment-filled years in prison and additional time on parole and home confinement. It was a real bummer.

But that's over now. Kilgore is ready for a comeback — tanned, rested and ready. He praised the Wise committee for demonstrating "integrity" in endorsing his re-employment — another interesting choice of words from someone of Kilgore's demonstrated character and judgment.

Jim Dey, a member of The News-Gazette staff, can be reached by email at jdey@news-gazette.com or at 351-5369.

http://www.news-gazette.com/opinion/columns/2014-11-23/jim-dey-kilgore-past-isnt-past-because-hes-basically-same-guy.html

From: Kies, Susan Mary
Sent: Monday, November 24, 2014 3:44 PM
To: Kies, Susan Mary
Cc: Easter, Robert A; Hardy, Thomas P; Bearrows, Thomas; [redacted]
Subject: FW: Tribune/J. Cohen story re Rick Hill--J. Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Please see the note (below) from Tom Hardy regarding an article that may appear tomorrow in the *Tribune* concerning the Kilgore Matter and reaction of Rick and Loan Hill.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
H: [redacted]
C: [redacted]
O: (217) 333-1920
kies@uillinois.edu

From: <Hardy>, Thomas Hardy <hardyt@uillinois.edu>
Date: Monday, November 24, 2014 at 3:33 PM
Subject: FW: Tribune/J. Cohen story re Rick Hill--J. Kilgore

Bob and Susan,

This is to alert you that Jodi Cohen of the Chicago Tribune is working on a story that probably will appear tomorrow regarding former UIF board chair Rick Hill¹s promise to rescind his gifts and step down from his U of I-related advancement roles if James Kilgore is rehired by the Urbana campus. Ms. Cohen has interviewed Mr. Hill and he provided her with copies of his letters to trustees and others at the time of the November board meeting expressing his displeasure. She has inquired whether other donors have expressed similar displeasure and intentions to withhold or stop making gifts; whether the Rick and Loan Hill name will remain on the UIC bioengineering department; and whether UIC and the UIF are disappointed by this turn of events. UIF¹s response is that while many people express their opinions to the foundation about a range of matters every day‹e.g., athletics, tuition, the Chief, Kilgore, etc.‹we don¹t generally talk about donor intentions; Mr. Hill¹s generous support of the university is greatly appreciated.
A copy of Mr. Hill¹s letter is pasted below for reference.

Thanks,

Tom H

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are

totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: Kies, Susan Mary
Sent: Monday, December 01, 2014 7:36 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; [redacted] Ike Saunders ([redacted] Bearrows, Thomas; Hardy, Thomas P
Subject: FW: Tribune story re James Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Tom Hardy has requested that I send the article (below) that appears in today's *Tribune*.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

Subject: Tribune story re James Kilgore

Sent at the request of Tom Hardy.

U. of I. rehiring of controversial prof imperils donor funds

Two academic programs at the University of Illinois at Urbana-Champaign have begun the process of rehiring controversial professor James Kilgore — a decision that could have financial implications for the public university system.

Kilgore, who spent about five years in prison for his part in a 1970s murder, worked as a lecturer and researcher at the U. of I. from 2010 until earlier this year. His employment was not approved for this semester after his criminal past became public and university board members expressed concern.

Earlier this month, however, after faculty pressure to reinstate him, a divided U. of I. board of trustees cleared the way for his rehiring, saying academic units should act under "their existing

hiring practices" for part-time faculty, which leaves employment decisions to campus officials.

Kilgore, 66, told the Tribune that two academic units — the Center for African Studies and the Global Studies program — have "made requests" to hire him for the spring semester that begins in January. Kilgore said he has been transformed since he participated in the Symbionese Liberation Army, a 1970s-era radical group.

But if Kilgore does rejoin the faculty, at least one major university donor has said he will withdraw his pledged support, which would mean about $4.5 million to the University of Illinois at Chicago's bioengineering department. Both UIC and the Urbana-Champaign campus are part of the U. of I. system.

Chicago businessman Richard Hill last year pledged $6.5 million to UIC's bioengineering department, the largest gift in the history of the College of Engineering and one that brought praise from Gov. Pat Quinn and Chicago Mayor Rahm Emanuel. Hill said he has given about $2 million so far but will not follow through with the remaining $4.5 million if Kilgore goes back on the U. of I. payroll.

"I no longer wish to be associated with University of Illinois," he wrote in a letter to top U. of I. officials after the board's decision. "The Academy at the University of Illinois has clearly lost its moral compass."

He expanded on his position in further emails with the Tribune, saying the money is available if the university "does the right thing."

"I will not contribute neither time nor money to such a morally debased enterprise," Hill said. "If they stand up and police their own organization to assure they are of the highest standards, I will stand with them till my dying days."

The bioengineering department was named for Hill, making it the first named department at UIC. It's unclear what will happen if he withdraws the promised funding. In all, Hill has given or committed about $8.8 million to UIC.

Hill, a 1974 UIC bioengineering graduate, is the retired CEO of Novellus Systems, a semiconductor capital equipment company. He grew up on Chicago's South Side and is a past chairman of the U. of I. Foundation board.

Hill immediately resigned as a board member of the foundation, the university's fundraising arm, after the Nov. 13 board decision that paved the way to rehire Kilgore. After that decision, Urbana-Champaign campus Chancellor Phyllis Wise said academic units would be able to "do what they want to."

Kilgore said Monday he is looking forward to returning to the university. He said he has discussed teaching one class next semester with the Global Studies program, a unit within the College of Liberal Arts and Sciences, and working on outreach and fundraising with the Center for African Studies.

He said he is waiting for the contracts to get approved.

"I am interested in working and not having any more attention focused on me," Kilgore said.

Thomas Bassett, director of the Global Studies program, said his department approved Kilgore to teach one undergraduate seminar next semester: "Sweat Shops or Flat World Opportunities?

Exploring the New World of Work." He said he hopes to hear from the university's human resources department soon to finalize the hiring process.

"We are looking forward to James returning to Global Studies," Bassett said. "He is an excellent teacher."

Kilgore began working as a part-time, nontenured professor and research scholar in 2010. His employment become an issue in February when a Champaign newspaper detailed his former involvement with the Symbionese Liberation Army, including his role in a 1975 armed robbery that left a bank customer dead.

After that incident, Kilgore lived and worked in Africa for many years, under an alias, according to his resume. He was arrested in South Africa in 2002, extradited to the U.S. and pleaded guilty to second-degree murder and possession of an explosive device for his role in the robbery. He was released from prison in 2009.

Soon after his release, Kilgore applied for a position at the U. of I. He wrote to Merle Bowen, director of the Center for African Studies, where his wife was a member of the center's advisory committee. She also is a full-time professor of history and gender/women's studies at the U. of I.

The next day, Bowen wrote back that he would be hired, document show. Since then, Kilgore has held 13 positions in eight academic units. By many accounts, he is a respected teacher, writer and activist in the Champaign-Urbana community.

A U. of I. committee appointed earlier this year to look into Kilgore's employment said that a criminal check was not required when he was hired, and that all hiring policies had been followed. The report said Kilgore "voluntarily disclosed" his criminal history and that he should be allowed to work at the university.

Hill, the UIC donor, said he also has been upset by other recent U. of I. faculty decisions, including the near-hire of Steven Salaita, whose job offer was pulled weeks before he was to start after he posted numerous anti-Israel tweets, some of which contained profane and inflammatory language. Faculty at the U. of I. and nationwide have protested the Salaita decision, saying it was an affront to free speech and academic freedom.

Hill faulted the university faculty, which he claims looks out for its own interests over those of Illinois' citizens.

"The board rightly decided to push this decision back down to the department level, that is where it belongs," Hill said. "The question remains, will they realize the magnitude of their decision or will they defend the indefensible? Will the faculty rally around right vs. wrong and make the decision not to rehire this individual? That is what I am waiting to see."

U. of I. officials said they are unaware of any donor other than Hill who has withdrawn support because of the Kilgore decision.

"To my knowledge, there are no other donors who have expressed the concern of withholding future gifts," said Chad Ruback, the U. of I. Foundation's vice president of marketing and donor relations.

Several lawmakers, however, have expressed concern. State Rep. Jeanne Ives, R-Wheaton, said she "must take into consideration how the funding that is given to any public institution is used by

that institution."

"I strongly suggest that the university begin to put into place an objective set of standards for employment at the university, including comprehensive background checks, that does not allow for the discrepancies and inconsistencies in its recent past," Ives said in a statement.

"I further recommend the university demonstrate more responsible and constructive choices in hiring faculty for the university."

http://www.chicagotribune.com/news/ct-james-kilgore-hiring-met-20141130-story.html#page=1
11/30/14 5:07 pm

Ginny Hudak-David
Senior Associate Director
Office for University Relations
University of Illinois
Urbana-Champaign, Chicago, Springfield
108 HAB, Urbana, IL 61801
217-333-6400
hudakdav@uillinois.edu uillinois.edu/our

Under the Illinois Freedom of Information Act, any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure. Individuals should not have an expectation of confidentiality or privacy.



From: Allen-Meares, Paula [mailto:pameares@uic.edu]
Sent: Friday, November 14, 2014 10:36 AM
To: 'Ed McMillan'; 'Easter, Robert A'; Nelson, Peter C
Cc: 'Ewald, Ed'; Azar, Dimitri T; Nearhoof, Jeff H; Royston, Thomas J.; 'Clements, Vicki'
Subject: RE: Hiring of James Kilgore-Enough is Enough

Dear All,

I have [redacted]. Please do not hesitate to call me and I can be reached at the office or at home.

Paula

From: Ed McMillan [mailto:[redacted]
Sent: Friday, November 14, 2014 7:43 AM
To: 'Easter, Robert A'; Nelson, Peter C
Cc: 'Robert A. Easter'; Allen-Meares, Paula; 'Ewald, Ed'; Azar, Dimitri T; Nearhoof, Jeff H; Royston, Thomas J.; 'Clements, Vicki'
Subject: RE: Hiring of James Kilgore-Enough is Enough

Thanks Bob & Pete… I will [redacted] I did not realize he copied Jodi Cohen on his message.

Ed

Ed McMillan
McMillan L.L.C.
105 North Third Street, Suite 204
Greenville, IL 62246
Office 618-664-9600

[redacted]

From: Easter, Robert A [mailto:reaster@uillinois.edu]
Sent: Friday, November 14, 2014 7:06 AM
To: Nelson, Peter C (UIC)
Cc: Robert A. Easter; Allen-Meares, Paula (UIC); Ewald, Ed; Azar, Dimitri T (UIC); Nearhoof, Jeff H (UIC); Royston, Thomas J (UIC); Edward McMillan; Clements, Vicki
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Pete:

Thanks for reaching out to [redacted] Ed McMillan is planning to [redacted] and I am copying him on this message. Your suggestion of [redacted] and Ed might be able to offer that.

Bob

Sent from my iPad
Robert A. Easter, Ph.D.
President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 13, 2014, at 11:15 PM, "Peter Nelson" <nelson@uic.edu> wrote:

> I called [redacted] a few minutes ago after reading this note. He was polite to me personally but told me that [redacted]
>
> [redacted] will be in town for the [redacted] next week but said he is [redacted]." I expect [redacted] is in [redacted] now but will be back in [redacted] after the [redacted] I asked [redacted] if I may come and see him in [redacted] next week and he said [redacted]." He was [redacted]
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>
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On Nov 13, 2014, at 9:43 PM, Richard S Hill <[redacted]> wrote:

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The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

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It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If

the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted]> wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)



From: Ed McMillan [mailto:[redacted]
Sent: Friday, November 14, 2014 8:28 AM
To: Peter Nelson
Cc: Easter, Robert A; Clements, Vicki
Subject: Re: Hiring of James Kilgore-Enough is Enough

Got it. Thanks.

Ed McMillan
McMillan LLC
[redacted]

On Nov 14, 2014, at 8:07 AM, Peter Nelson <nelson@uic.edu> wrote:

> Trustee McMillan,
>
> Thank you very much for working to resolve this.
>
> I called [redacted] on his cell phone at [redacted] He usually picks up.
> I also sometimes call him on his [redacted] land line: [redacted].
>
> Sincerely,
> Pete
>
> On Nov 14, 2014, at 7:45 AM, Ed McMillan <[redacted]
> wrote:
>
> **Pete, what number did you utilize to call [redacted] in [redacted]**

Ed

Ed McMillan
McMillan L.L.C.
105 North Third Street, Suite 204
Greenville, IL 62246
Office 618-664-9600
Cell [redacted]

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312-996-3259 (office)

312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)



From: Ed McMillan [mailto:[redacted]
Sent: Thursday, November 13, 2014 10:56 PM
To: Easter, Robert A
Cc: Clements, Vicki
Subject: Re: Hiring of James Kilgore-Enough is Enough

I wonder how long I should wait [redacted]

Ed McMillan
McMillan LLC
[redacted]

On Nov 13, 2014, at 10:41 PM, Easter, Robert A <reaster@uillinois.edu> wrote:

> Ed, this is the number I have for [redacted]
>
> Before calling see message below.
>
> Bob
>
> Robert A. Easter, Ph.D.
> President, University of Illinois
> 364 Henry Administration Building
> 506 South Wright Street
> Urbana, Illinois 61801
> Phone: (217) 333-3070
>
> 414 Administrative Office Building
> 1737 West Polk Street
> Chicago, Illinois 60612
> Phone: (312) 413-9097

FAX: (217) 333-3072 FAX: (312) 412-8301
E-Mail: reaster@uillinois.edu
www.uillinois.edu

From: Richard S Hill [mailto:[redacted]
Sent: Thursday, November 13, 2014 9:43 PM
To: [redacted] Robert A. Easter; Allen-Meares, Paula (UIC); Wise, Phyllis M
Cc: Ewald, Ed; [redacted] Easter, Robert A; [redacted], Peter C (UIC); Azar, Dimitri T (UIC); Thomas R. Bearrows; jscohen@tribune.com
Subject: Re: Hiring of James Kilgore-Enough is Enough

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought

of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM

Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted] wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.
>
> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.
>
> Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it

is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 2:59 PM
To: [redacted]
Subject: James Kilgore

Dear Chair Kennedy,

I urge you to respect and follow the recommendations made by the distinguished faculty committee that found that the "dehiring" of James Kilgore was contrary to the values and procedures of this great university. This must be remedied by his reinstatement as the committee urged.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 2:27 PM
To: Christopher Kennedy
Cc: [redacted]; James Montgomery; Chancellor Phyllis Wise
Subject: 9/13 Board meeting: on the employment of James Kilgore

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Mr. Kennedy, and members of the Board of Trustees:

I write as an Illinois citizen, and as a University employee who feels a stake in the success and reputation of our institution. I urge the Board of Trustees, on the matter of the employment of James Kilgore, to take seriously the recommendation of Provost Adesida's Hiring Process Review Committee. Please make the decision - at this week's Board meeting, if possible - to permit Mr. Kilgore to be employed by those University units who judge that his capacities, skills and experience make him a valuable instructor and researcher. Allow those departments, knowing his history and his present record, to make their own best decisions.

Although I have not dealt with Mr. Kilgore within the University, I was fortunate to attend a community reading group which he established, on Michelle Alexander's book *The New Jim Crow*. If he ran University classes in anything like the way he led this group, I understand why he has been called an outstanding teacher. He prepared thoroughly, both led and listened to discussions well, encouraged dissent, and drew on his own research into mass incarceration and his personal experience to enrich the subject matter. So long as the University declines to employ him, it is to our institution's and our students' loss.

Thank you for your consideration.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 1:50 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Review committee for appointment of James Kilgore at UIUC

I have met James Kilgore and have a great deal of respect for what he can add to the University of Illinois and to the scholarly community in general. He's a bright, productive scholar and an asset to your university.

If our penal system has the purpose of rehabilitating those convicted of crime as well as punishing them, he is a perfect example of how our system can work effectively.

Given that the review committee believes he should have his employment reinstated, it would behoove the university to heed those recommendations. I hope you choose to do so.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 1:48 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore

Dear Chairman Kennedy,

I write to respectfully urge you and the University of Illinois Board of Trustees to support the recommendations of the review committee chaired by Professor Matthew Wheeler, and to reinstate the employment of James Kilgore on the UIUC campus.

James Kilgore is well known to me. [redacted] and I understand he has performed admirably in his capacity as a teacher on our campus as well.

I wish to note that when I met James, he immediately informed me that he had recently been released from prison. He was entirely forthright, and has repeatedly expressed his wish to make a positive contribution to society by using his skills as a teacher and scholar. He has paid for his crimes by serving out his prison sentence. I hope you and the Board will see your way clear to reinstating him so that our campus can demonstrate by example the valuing of rehabilitation, compassionate citizenship, and a system of shared governance that takes seriously the expertise of faculty in hiring decisions.

With sincere thanks for your consideration,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 1:21 PM
To: [redacted] pmwise@illinois.edu
Subject: Please consider the reinstatement of James Kilgore's employment

Dear Mr. Kennedy,

I am writing today in regards to James Kilgore. I, perhaps, have a different perspective than others might, as I met James [redacted]. From the moment I met John, he was an instant hero to me. At the time, I didn't know of his past with the SLA, and I did not know that his name was James Kilgore, all I knew was of his incredible work in South Africa. He spent countless hours helping me to navigate my research on [redacted] -- putting me in touch with fishermen, politicians, government workers -- but more importantly guiding me in my research question, design and focus. He provided the historic background that I couldn't get in books and really nurtured my project. I was inspired by his dedication both to my project, as well as to the multiple social issues his organization addressed.

It wasn't until many years later that I found out that the person, for whom I had so much respect and admiration had been involved in the terrible misfortune that had occurred in his youth. I was very troubled by it -- but as I followed his story -- through his trial, through his years in prison, where he re-vamped their prison library and educational system -- that I understood the depth of his commitment both to the families in South Africa, but also his fellow prisoners. He was, in a deep sense of the word, paying his debt for the crimes he had committed.

Currently, I am [redacted], previously, I was [redacted]. I have also spent time working with the [redacted]. In my current role, I am assisting in the development of a [redacted] In the literature on what employers would like to see in our graduates, they often report that our students never learn to fail -- and therefore never learn to recover from that failure. Employers say that this inhibits creativity and initiative, as young employees are risk adverse and when failure happens, as it inevitably does, do not know how to handle it. James Kilgore failed majorly in his choices in his youth. He made a bad choice, and he is deeply aware of that. He has since paid the consequences for that decision. If there is anyone who could tell the story of failure and recovery from that failure -- of paying ones dues, and then some, I feel that it is James Kilgore.

In addition to being an exceptional instructor, grant writer, and author, he also brings a wealth of real world experience from a perspective that is inaccessible to the majority of our students. One of the strengths of this campus is the many internationally-oriented resources we have at our fingertips. However, having resources and knowing how to capitalize on those resources, are two very different matters. There are few on this campus that have such a deep and comprehensive view of the pedagogy and practice that internationalizes. James is one of those rare resources that serve as a catalyst -- or an entry point into our wealth of international. He is the kind of person that can take a student safely through the fears of the unknown and different, to a point of reflective understanding. This is a rare skill, and is no doubt, in some part, the result of his tumultuous journey that brought him here.

In short -- I feel that James Kilgore is a pedagogical treasure that this campus should not waste. Yes, he has done some terrible things. He is not alone. He was caught, he knows it, he has paid for it, has reflected deeply on it and he continues to work to 'pay back' for his transgressions. I urge you to support the recommendations of the review committee chaired by Professor Wheeler and reinstate the employment of James Kilgore this week.

I would be happy to answer any questions that you might have in this regard.

Thank you for your attention.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 12:57 PM
To: Chairman Christopher Kennedy
Cc: Trustee James Montgomery; Chancellor Phyllis Wise
Subject: A Request to Reinstate Dr. James Kilgore

Dear Mr. Kennedy,

I write to you today in hopes just one more letter could be the tipping point to move the University of Illinois Board of Trustees to respect and honor the wishes of his departments' leadership; the broader campus and community who know and support him; and of course, your own review committee's recommendations. By all means, please reinstate Dr. James Kilgore to the university.

I am a 30-year community member who has used "this bridge called my back" over these years to secure and sustain authentic campus/community engagement including: serving on an array of campus committees and task forces; collaborating on grants and college initiatives; and serving as adviser, mentor and, along with other [redacted] members, even guinea pig to professors, academic professionals and students.

Beyond its commitment to students, faculty, staff, and the State, the university exists to make the community in which it resides an informed place...an engaging place...a resilient place...a self-determined place...a more democratic place...a restored place...a place of justice...and a stronger place because you are here. That's why we need James Kilgore. For me and significant numbers of community and campus-based citizens, he is the embodiment of these ideals...these goals...these hopes. We know him by his word, deed and example. He uses his intellectual brilliance in concert with his emotional intelligence in honor of the life of the mind, and life on the ground.

I promise you, from where I sit, James Kilgore is a keeper. Isn't that the biggest gift a university has to offer - to defend and hold sacred a space for the exchange of ideas that solve problems, innovate, and make real the promise of participatory democracy? Please join me in this effort to reinstate Dr. James Kilgore.

Respectfully yours,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 12:30 PM
To: [redacted]
Subject: Fwd: the rehiring of James Kilgore

To the U of I Board of Trustees,

I am an alumnus of the University of Illinois (class of 60) and The John Hopkins University. I was always proud of both of my degrees and the schools I attended until the firing of James Kilgore. Now I am hearing from my friends on the East Coast and Chicago, as well as family members who had the U of I on their list of schools applied to for 2015 that Illinois has lost its academic freedom and should be shunned.

This reputation will persist for many years unless you do the right thing and listen to the committee you set up to study the matter. They made the recommendation to rehire James Kilgore. Please honor them and all the faculty who are closely related to his performance and restore the integrity of this great university.

Respectfully,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 11:20 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Restore Professor James Kilgore's Faculty Appointment

I am writing to urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. Academic freedom is an important protection for faculty and students on any campus. As a graduate of a public university I believe it is especially important for our public institutions. Please do the right thing and reinstate Professor Kilgore. His credentials and his evaluations made him the right person for the job when he received the offer from University of Illinois. He is still that same person, your best choice for the hire.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:49 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Mr. Kennedy,

I am writing to express my strong support for James Kilgore, who has made extraordinary contributions to the world of criminal justice reform and is a thought leader on issues of justice nationwide. I hope the Board will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their upcoming meeting.

Academics and advocates nationwide are watching and waiting to see how this case is resolved. It would be a great loss for your university and a set back for the field of criminal justice reform if he is not reinstated.

Respectfully yours,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:44 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore

Chair Kennedy,

I am writing to urge the University of Illinois Board of Trustees to move on the recommendations of the review committee on the hiring of James Kilgore, chaired by James Montgomery. Specifically, I urge the Board to reinstate the employment of James Kilgore at the upcoming Board meeting this week. On the basis of the thorough investigation, there were no errors, no concerns, and no violations made in the hiring of Mr. Kilgore. His hire was consistent with the hiring practices of the University of Illinois. Mr, Kilgore voluntarily disclosed his prior use of an alias and he was open about his previous criminal convictions. Moreover, he has contributed to the scholarly and education mission and community at Illinois during over his four years of employment thus far.

Given that all of the proper procedures were followed in the hiring of James Kilgore and his substantial contribution to the units he has worked for over the past 4 years and the campus as a whole, I am urging the Board to reinstate Mr. Kilgore's employment at Illinois.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:33 AM
To: [redacted]
Subject: Concerned Alumnus

Dear Chris Kennedy

I received [redacted] degrees in Music Composition from the University of Illinois at Urbana-Champaign, from which one could infer a certain love for the institution. And it's true: I continue to live near the university and often reflect with gratitude on how the education I received has instilled, along with my musical concerns, a sense of civic concern.

My love for UIUC and civic concern encompasses worrying about unfortunate events and trends when I observe them. The events around the employment of James Kilgore worry me greatly. I initially met him when a mutual friend suggested he discuss with me a novel he was working on. I have also seen him at performances at Krannert Center and Krannert Art Museum with students he was teaching. From my first meeting with him, he was forthright and self-critical about his past. He is, by all reports, an excellent teacher, scholar, and citizen. The sudden, and for all I could see, baseless termination of James Kilgore--and the way it was carried out--was a severe misstep which ought to be corrected lest it become part of a trend.

I think the Board of Trustees would be living up to all I admire in the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their meeting this week.

Thank you,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:21 AM
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: Reinstate James Kilgore

Dear Mr. Kennedy,

I am a graduate student at the University of Illinois and I am writing to encourage the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thank you very much,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:17 AM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate James Kilgore

Dear Chairman Kennedy:

I have read the report that Provost Adesida commissioned from faculty on the Urbana campus regarding James Kilgore. I encourage you and the Board to reinstate Dr. Kilgore at your meeting on Thursday.

Dr. Kilgore has served his time, paid his debt to society, and has dedicated his life to peace and justice for the past 42 years.

I ask that you work to reinstate him immediately.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:14 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kildore's reinstatement

Dear Chair Kennedy,

I am aware of James Kilgore's many academic contributions to the Urbana-Champaign campus and internationally. By way of this message I am asking you and the rest of the Board of Trustees to follow the recommendations in the report prepared on James Kilgore's situation by Matt Wheeler and others. Please reinstate James in his teaching and research position at the University at your earliest convenience. Thank you for your kind attention to this message.

Sincerely,

Mary Mallory

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 10:07 AM
To: [redacted]
Cc: [redacted]
Subject: James Kilgore report

Dear Mr. Kennedy,

I urge the Board of Trustees to follow the recommendation of the review committee chaired by Professor Matthew Wheeler, and permit James Kilgore to resume teaching at the University of Illinois.

He has performed his job superbly, and poses no threat to the university community.

Denying a man the opportunity to contribute positively to society later in life, on the grounds that he committed offenses in his youth for which he has served time in prison, makes us all poorer.

Regards,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 9:55 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: reinstate the employment of James Kilgore

Dear Christopher G. Kennedy, Chair, University of Illinois Board of Trustees,

I am writing to ask that you and the rest of the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

As Professor Wheeler's review has demonstrated, James Kilgore is a valuable member of your university community who will continue to provide energy and unique perspectives to your students. I have known James' partner, Professor Teresa Barnes, for over 20 years as we both work in Zimbabwean history. Over these years I have always heard from others of James' stellar teaching and mentoring contributions to the education of university students in Zimbabwe, South Africa, and more recently at the University of Illinois. It would be a shame to lose such a valuable resource at your university simply because of the misrepresentations and ill-feelings from a minority point of view. I therefore support the recommendations of the review committee to have James Kilgore's employment reinstated.

Sincerely,

Timothy Scarnecchia

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 9:34 AM
To: [redacted]
Subject: J. Kilgore reinstatement

Dear Mr. Kennedy:

I hope that you will follow Dr. Wheeler's committee's recommendations and reinstate James Kilgore to his position at U of I. I am a [redacted], and this is very important to them.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]>
Sent: Tuesday, November 11, 2014 8:30 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Mr Kennedy,

I am writing as a concerned citizen and grandson of a UIUC grad to ask that you support the recommendations of the review committee and reinstate James Kilgore.

As you no doubt know, Mr Kilgore has been completely honest about his personal history during the entirety of his employment at UIUC, and, by all accounts, entirely successful not only as an educator but as an office worker, grant-writer, and community member.

As you also no doubt know, the last few months has seen the Board of UIUC gravely jeopardize that institutions' credibility as a serious academic institution, instead putting forward quite convincing evidence that it is a mere plaything for powerful right-wing donors.

You have a chance to make that an unfortunate misimpression: reinstate James Kilgore today.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 8:24 AM
To: [redacted]
Subject: Reinstate Kilgore

Please.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 8:23 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore

As a community member, and alumna of the University of Illinois, I urge you to reinstate James Kilgore to his teaching position. He is a qualified, ethical, committed member of our community who should not have been dismissed.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 8:00 AM
To: [redacted]
Subject: Please Support The Matthew Wheeler Review Committe

Dear Chairman of UIUC Board
Please do the right thing and support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore
Thanks
[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 7:52 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: honoring the findings of the review committee charged with evaluating the Kilgore case

Dear Mr. Kennedy,

As you know, the committee chaired by Professor Matthew Wheeler has issued a formal report on the case of Dr. James Kilgore, and this report recommends that the Board of Trustees reinstate Dr. Kilgore, who was summarily removed from his teaching post at the University of Illinois at the Board's behest. I write to urge you to heed and honor the recommendations of this duly-charged faculty committee. Our university cannot continue to function if the considered judgments of its faculty are not respected and acted upon.

Yours sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 7:46 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Letter of support for James Kilgore

Dear Christopher Kennedy,

I am writing to urge you to please consider re-instating James Kilgore at you're upcoming meeting. I have known Kilgore for seven years and he does exemplary work. The United States has 65 million individuals with past criminal convictions, and individuals such as Kilgore are a model of what it means to be rehabilitated and integrated into lawful society. Please do not deny him and his family the opportunity to stay on the right path by denying him employment on the basis of his past actions for which he has already served his debt to society.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 6:43 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Sir, good morning,

We have known the case of James Kilgore,

I Demand that the Board support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 6:30 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore

Dear Chris Kennedy
In the interests of justice, objectivity and the credibility of the University of Illinois as a progressive and fair institution, I hereby add
my voice to the many people internationally who are deeply disturbed by the firing of James Kilgore. I urge the Board of Trustees
to endorse the recommendations of the Review Committee headed by Prof Matthew Wheeler to reinstate him forthwith, and to
end this discrimination. It is not acceptable in any just society or institution to continue to punish someone who has already
been punished and paid their dues, and to block him from contributing further to that society through his professional skills and
commitment.

Yours sincerely
[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 6:22 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Your moment in time

If, in your youth, you ever did ANYTHING that you later came to very much regret; ...if you've found yourself involved in activities that you thought were going one way but quickly got out of control; ...if you have ever had a moment when you looked at anything and said to yourself, "There but for the Grace of God go I," then I respectfully request that you think long and hard about your judgement of Dr. Kilgore and his situation. Society's investment in getting those who do wrong to repent is wasted and hollow if they must repay and repay ...forever, no matter how much they re-educate themselves, mature and give back. Consider when you approach the end of your life and look back, will your action taken here be yet another regret.

[redacted]

Chris Kennedy

From: [redacted] >
Sent: Tuesday, November 11, 2014 5:36 AM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: james kilgore

Dear Mr Kennedy,

As an [redacted], I write to urge the Board of Trustees to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

Chris Kennedy

From: Leonard Gentle <leonard@ilrig.org.za>
Sent: Tuesday, November 11, 2014 3:04 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstatement of James Kilgore

The Chair of the University of Illinois
Attention: Chris Kennedy,

On behalf of the International Labour Research and Information Group (ILRIG) we ask your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.
Regards
Leonard Gentle

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 2:59 AM
To: [redacted] pmwise@illinois.edu
Subject: James Kilgore's employment

Dear Chairman Kennedy, Members of the University of Illinois Board of Trustees, and Chancellor Wise,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and
our University has greatly benefited from his contribution.

Thank you very much for your consideration.
Sincerely,

[redacted]

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Tuesday, November 11, 2014 2:48 AM
To: [redacted]Wise, Phyllis M
Cc: [redacted]
Subject: Employment of James Kilgore at the University of Illinois

Dear Chancellor Wise, Chairman Kennedy and Members of the University of Illinois Board of Trustees,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and our University has greatly benefited from his contribution. Thank you very much for your consideration.
Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 11:33 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore

Dear Christopher G. Kennedy, Chair,
University of Illinois Board of Trustees

In light of the positive recommendation of the review committee to fully reinstate James Kilgore, I urge you to affirm the committee's work and restore him to his previously agreed-upon employment with the University of Illinois. I met James Kilgore in connection with his writing, and I know him to be—without hyperbole—a brilliant, open-minded, and conscientious scholar, teacher, and author whose ongoing work with the University would surely be of great benefit to students, as well as faculty and the entire community. Further, as a Jew who for many years has been deeply dismayed by and strongly opposed to the policies and practices of the Israeli government and military (and there are many more of us now) I would hope that the University, in reinstating James Kilgore, would do so in recognition of the precious rights of free speech that should be at the heart of the modern University. As a [redacted], I must note that the 50th anniversary of the historic Free Speech Movement (FSM) was recently celebrated—events that had a profound national and international impact. I look forward to hearing positive news from you and your colleagues and thank you for your careful consideration. Sincerely, [redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 11:13 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore

Importance: High

Good might Mr. Kennedy:

I hope this email finds you well. I am writing to request that you honor the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. It's not only the honorable thing to do, but this gesture will help to bring peace to a campus that is wounded and divided. It is my prayer and hope that the Board of Trustees will make the right decision on November 11th.

To that end, I leave with the following: "When the choice is to be right or to be kind, always make the choice that brings peace." Wayne Dyer.

[redacted]

Chris Kennedy

From: [redacted]>
Sent: Monday, November 10, 2014 11:12 PM
To: [redacted] pmwise@illinois.edu
Subject: Upcoming Board of Trustees meeting

Dear Christopher Kennedy, James Montgomery and Chancellor Wise,

I am [redacted]

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your next meeting for three reasons:

1. Discriminating against an employee in the City of Urbana based on felony conviction is against the Urbana's Human Right Ordinance.

2. Reinstating James Kilgore would re-instill confidence in the academic process at the UI and help to lift the chill that is causing reputable faculty members to consider relocating to other universities.

3. James Kilgore is an incredible asset to the local and campus community. I know James personally - [redacted]. As he has testified, James deeply regrets mistakes he made as a young person, served his time, and has transformed his life.

I have lived in this community [redacted]. I know Champaign Urbana and can attest that the dominant sentiment is that James Kilgore is not the threat you assert he is and should be reinstated.

best,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:44 PM
To: [redacted]
Subject: James Kilgore

Please reinstate Mr. Kilgore's job. His past is exactly that, past. Live and forgive. Move past it and let him get back to work.
Thanks,
[redacted]

Chris Kennedy

From: [redacted]

Sent: Monday, November 10, 2014 10:35 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore at the University of Illinois

Dear Chris Kennedy,

I hope this email finds you well. I know James Kilgore well, [redacted] As the Chair of the University of Illinois, you sit in a position that welds great power. With that power comes great responsibility to preserve the academic integrity of the University of Illinois. Whatever the political views of James Kilgore, he has honestly and capably served the academic community of the University of Illinois. I know you and many other administrators have received hundreds of emails and letters attesting to the integrity, professionalism and meaningful contributions to the University. I ask you to put aside vindictive and baseless attacks on James and focus on the recommendations provided to you by Professor Matthew Wheeler and the the institutional review processes of the University. These processes are intended to protect academic freedom and the policies of the University and should play a major role in your finding. This is an important decision and I hope that your judgement will support the principles of academic freedom and the integrity that are woven in the fabric of the University of Illinois.

Thanks and stay well,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:32 PM
To: [redacted]pmwise@illinois.edu
Subject: the re-instatement of James Kilgore

To: Board of Trustees Chair Christopher G. Kennedy, Board of Trustees Member James Montgomery, and Chancellor Phyllis Wise

This message is in regard to the employment status of James Kilgore. I urge the Board of Trustees to recommend the re-instatement of Dr.
Kilgore at your meeting this week.

In support of this position, I would like to underscore the findings of the committee, established by Provost Adesida to review the “hiring processes that were used by the Urbana campus, and relevant campus units, for the prior and current employment appointments of James Kilgore.” The committee found that (a) no errors were made, (b) no corners were cut, and (c) no policies were violated in hiring Dr.
Kilgore over these past four years. In light of these findings, the committee has called upon the University to re-instate Dr. Kilgore.

I urge the Board of Trustees to take the following four steps:

1. Follow the recommendations of the committee and reinstate Dr.
Kilgore immediately;
2. Issue a public statement commending the review committee for its work and findings; 3. Refrain from further interference in the hiring decisions made by executive officers and Deans; 4. Recognize the authority of campus administration to carry out their designated duties and responsibilities, and remember that the University Statues indicate that the Board of Trustees should set policies and secure funding for the University.

Thank you for considering this recommendation.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:18 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Kilgore

Dear Chris, Phyllis, James,

I do support the reinstatement recommendation. I know it is a hard thing to do from the 'appearances' point of view, but I am very much a believer in rehabilitation.

I have my own story of a [redacted] when he encountered a problem with the law. After his experience, he was a better citizen than most of us. As people age, and learn from their mistakes, they can be valuable contributors to society - and to campus - even if they had a checkered past that attracts newspaper coverage. If a university, center of progressive thinking, isn't going to give them the chance, who will?

Best regards,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:06 PM
To: [redacted]
Cc: pmwise@illinois.edu; [redacted]
Subject: Please reinstate James Kilgore

Dear Chairman Chris Kennedy, and Fellow Board of Trustee Members, University of Illinois

We understand the recommendation to reinstate James Kilgore has been offered by the review committee, regarding, as chaired by Professor Matthew Wheeler. As a member of the local community who has been impressed by James Kilgore for his stalwart compassion and commitment for our community and fellow man, and women,and commitment for clarity in educating others, I plead with you to take the step to reinstate James Kilgore, at your meeting this week. He is a great asset to our region, and we hope he will be given opportunity to prove his value to the University, again.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:01 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: In Support of Reinstating James Kilgore

Dear Mr. Kennedy:

Greetings. My name is [redacted]. I am [redacted]. I truly love working and teaching at the University. However, I was deeply troubled by the University's decision last spring not to rehire James Kilgore as a researcher in the Center for African Studies. Kilgore is a brilliant thinker, who has paid his debt to society and has enhanced the intellectual life of the University and the Champaign-Urbana community. Like thousands of people on campus and around the world, I interpreted Kilgore's termination as a politically motivated decision. It seems to me that the University can ill afford another high-profile case involving the violation of academic freedom and faculty governance.

The Kilgore affair also contains important racial implications. Although he is white, Kilgore's appointment was in the Center for African Studies. His teaching and community work focuses on issues of racial justice locally and globally. Given this, many faculty, students, and staff of color on campus view Kilgore's dismissal as an attack against the intellectual mission and integrity of the Center for African Studies in particular and Ethnic Studies/Gender and Women's Studies in general. Indeed, Kilgore's dismissal has contributed to a worsening racial climate on campus.

In closing, I ask that the Board of Trustees follow the recommendations of the review committee and rehire Kilgore immediately. His rehiring will help to begin the healing process that this University so desperately needs. Thank you in advance for your consideration.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 8:14 PM
To: [redacted]
Cc: [redacted]pmwise@illinois.edu
Subject: Wheeler report on James Kilgore

Dear Chairman Kennedy,

I urge the Board of Trustees to accept the recommendations of the Wheeler Report and to reinstate James Kilgore. The report clearly shows that no errors were made in the hiring of Mr.Kilgore and that there was no justification for firing him.
Accepting its recommendations will not only right a wrong but will serve as a much-needed reminder that the Board of Trustees is committed to defending the core principles of a university against the fickle winds of outside influence.

Sincerely,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 8:03 PM
To: [redacted]
Subject: Please reinstate the employment of James Kilgore

Dear Mr. Kennedy,

I am writing to ask you to support the recommendations of the review committee chaired by Professor Matthew Wheeler regarding the reinstatement of James Kilgore at the University of Illinois.

This decision should be made based on Mr Kilgore's performance at the University and not on the pressure from sensationalist media and on his background. Mr Kilgore has proved what a positive asset he can be to the University and to society.

Please make the right decision; everyone deserves a second chance.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 6:49 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Regarding James Kilgore's Employment

Dear Chairman Kennedy,

After reviewing the recommendations of the review committee chaired by Matthew Wheeler, it is evident that the Board of trustees should allow whichever department is interested in employing Mr. Kilgore to proceed. It is apparent that Mr. Kilgore has a rich experiential background, which when coupled with his subject knowledge and methods of presentation can only enhance a students educational experience.

Respectfully,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 6:10 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore

Dear Mr. Kennedy,

I am an employee and alumna of the University of Illinois, and I am writing to voice my support of reinstating James Kilgore's employment, in keeping with the findings of the Hiring Process Review Committee Report of August of this year. The bottom line of this report is that James Kilgore was hired in accordance with University policies, and that he has been an exceptional employee of the University.

It would be grossly irresponsible of the University's administration not to reinstate James Kilgore in light of this report. Not to reinstate Mr. Kilgore is to show this campus and the academic community at large that the University of Illinois does not follow its own policies, protect the rights of its faculty, or care about its own integrity as a learning institution.

I have always been proud to be an alumna and member of the University of Illinois community, but lately I am deeply disappointed and disturbed by the administration's logic and decision making. It is truly a shame that the reputation of this University would be blemished by these controversies, despite the excellent works and remarkable innovations of its faculty, staff, and students. It is in the Board's power, and it is its responsibility, to repair the damage.

Furthermore, I believe that supporting the dreams and accomplishments of formerly incarcerated scholars is entirely in line with the University's mission of public service, stewardship, and inclusivity. To bar qualified and dedicated scholars like Mr. Kilgore, who has paid the time to atone for his actions and is combating mass incarceration with education and community engagement, from employment or attendance at Illinois would be a cynical betrayal of the University's values.

I sincerely hope you will follow the recommendations of the committee and remind the academic community of how great of an institution Illinois is and can be.

Respectfully,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 5:22 PM
To: [redacted]
Cc: [redacted] pmwise@illlinois.edu
Subject: Dr. James Kilgore and LAS Global Studies

November 10, 2014

Mr. Christopher G. Kennedy, Chair
University of Illinois Board of Trustees

Dear Trustee Kennedy,

I write as [redacted] Dr. Kilgore has taught four courses over the past two years for LAS Global Studies. For the last two semesters he has made the List of Instructors Ranked Excellent by their Students. Because of [redacted] These are eight-week, one-hour courses that our majors must take to complete their program of study

During the spring 2014 semester, the Faculty Advisory Committee of LAS Global Studies approved four seminars proposed by Dr. Kilgore for AY 2014/15. However, during a meeting in April of 2014 with the Provost, Dr. Kilgore was informed without explanation that he was no longer able to work at the University of Illinois.

As you know, Dr. Kilgore's past criminal conviction came to the attention of the Board of Trustees, which requested the Provost to conduct a review of the hiring processes used at the Urbana campus. The committee chaired by Professor Matthew Wheeler submitted its report (Hiring Processes Review Committee Report) to the Provost in late August of this year. The committee found no irregularities in the hiring process of Dr. Kilgore. Moreover, the committee recommended that "he be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment. Specifically, we would endorse the professional judgments of units wishing to hire Mr. Kilgore during the Fall 2014 semester pursuant to the hiring practices currently in place."

I understand that the Board of Trustees will discuss this report in Executive Session at this month's meeting. The Provost supports the committee's findings and recommendations. I hope that you too endorse the report and communicate your support to your fellow Trustees.

With many thanks in advance for your time and consideration of this request,



Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 5:21 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Chairman Kennedy,

I was a [redacted] when Patty Hearst was kidnapped, about [redacted] miles away from where I lived, and I remember the uncertainty of those times quite vividly. I am also a friend of James Kilgore. I have spoken to him at length about what he did and have also gotten a sense of the sort of person he is today. I am convinced that he has truly become a better (and remarkable) person, and I am also convinced that his presence on the staff of our Campus is a tremendous asset.

I respectfully urge that you follow the suggestions of the Wheeler Committee and reinstate him to his previous position. This will not only make us a stronger University, but it will also help heal some of the rancor and bad feelings of the last few months.

For purposes of identification, I [redacted]

Sincerely yours,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 4:51 PM
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: James Kilgore

Dear Chair Kennedy,

I have known James Kilgore as a friend and colleague. I urge you to endorse the recent report so that he can be rehired at the University as soon as possible.

Thank you for your consideration,

Al Kagan

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 4:41 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate the employment of James Kilgore

Dear Board Members Kennedy and Montgomery, and Chancellor Wise,

It is my understanding that Mr. Kilgore has not only renounced his past, but gone to great lengths to actively and energetically work for causes of peace and justice. His work at the University has been praised as exemplary. Dismissing the recommendations of the review committee would not only be an insult to the faculty here, but a waste of a hardworking and effective asset at the University. Please don't endorse the view that there is no such thing as rehabilitation in an effort to appease conservative members of the community.

Respectfully,

[redacted]

Chris Kennedy

From: [redacted] >
Sent: Monday, November 10, 2014 4:32 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Support the recommendations in the "Hiring Processes Review Committee Report"

Dear Chair Christopher Kennedy,

My name is [redacted]

The committee submitted their report to the Provost in August 2014. I support the rigor and comprehensive nature of the committee's work and their report. I also support their conclusions with respect to Dr. Kilgore's future employment at the University of Illinois.

As the committee report has shown, the Center for African Studies [redacted] as well as the other units which employed Dr. Kilgore, followed "the accepted policies and practices in place at the time of his various appointments." I also concur with the findings that Dr. Kilgore has been a "successful employee and has contributed to the scholarly and educational missions of the campus."

We hope that the Board of Trustees will follow the findings and recommendations of the committee, which the Provost concurs with, and that Dr. James Kilgore "be allowed to continue to be employed by the University." He is [redacted]

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 4:05 PM
To: [redacted]
Cc: [redacted] 'pmwise@illinois.edu'
Subject: recommendations of review committee chaired by Professor Matthew Wheeler

University of Illinois Board

Dear Chris Kennedy,

I urge your board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours truly,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:59 PM
To: [redacted]
Subject: James Kilgore reinstatement

I urge you to please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the Board's meeting this week.

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:53 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstatement of James Kilgore

Dear Chris,

I am making a long-distance plea from Cape Town to request your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Best regards,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:51 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please reinstate James Kilgore

Trustees Kennedy and Montgomery, and Chancellor Wise,

I respectfully wish to express support for the reinstatement of James Kilgore as an adjunct professor at UIUC. I am a [redacted] two groups that James continues to work with to use his experiences to improve people's lives in this area. He is a recognized scholar and an acclaimed teacher, as well as a tireless fighter for social justice.

Thank you for your time,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:31 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Mr Kennedy,

I am writing to ask that you follow the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the University of Illinois.

It is quite shocking to hear that this establishment has bowed to political pressure and gone back on the terms of its contract with James Kilgore. One would expect the highest ethical posture from a third level educational institution. Anything else is reason for disappointment and cynicism regarding the university.

Yours sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:02 PM
To: Chris Kennedy
Subject: Re: Please approve Wheeler's report

Chris

They speak so highly of you. [redacted]

Thanks, [redacted]
[redacted]

Sent from mobile device and probably flawed

-------- Original message --------
From: Chris Kennedy [redacted]
Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted]
Cc: [redacted] Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a[redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] > wrote:
>
> Hi Chairman Kennedy,
>
> I'm [redacted] and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.
>

> I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.
>
> Thanks,
>
> [redacted]
>

[redacted]

>
>
>

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:19 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Request for reinstatement of Mr. Kilgore

Nov. 10, 2014

Dear Board of Trustees Chair Kennedy,

A University can encourage free inquiry and social improvement. However, a university's adherence to policy of "endless punishment" hinders rather than encourages that inquiry. Please reinstate Mr. Kilgore's status as instructor, as recommended by the review board.

Sincerely,

[redacted]

cc: Board member James Montgomery and Chancellor Phyllis Wise

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:19 PM
To: [redacted]
Cc: pmwise@illinois.edu; [redacted]
Subject: Reinstate James Kilgore

Dear Esteemed Chair

I implore you herewith to reinstate James Kilgore. I know him personally as an excellent educator and researcher[redacted]. He made an invaluable contribution to many student and community members' education and the quest for Social Justice.

Please ignore previous email sent in error.

Best Regards

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:13 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate James Kilgore

Dear Christopher Kennedy,

I write to strongly support the recommendation of the review committee chaired by Professor Matthew Wheeler, to reinstate the employment of James Kilgore.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 3:07 PM
To: [redacted]
Subject: reinstatement of James Kilgore

Dear Chairman Kennedy,

I write to ask you to follow the recommenation of the Wheeler report and reinstate James Kilgore. The faculty of this university are united in their belief that our shared governance has been seriously threatened by the overreach on the part of the Board of Trustees. Shared governance means much more than shared sacrifice as faculty support the leadership team. It means independent and and critical judgment exercised in a spirit of cooperation but also fairness. The Wheeler committee displayed shared governance at its best. I hope that you will acknowledge the importance of shared governance even if it means criticism from certain quarters of our state's citizenry.

All the best,

[redacted]

Chris Kennedy

From: [redacted] >
Sent: Monday, November 10, 2014 2:51 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Comment concerning Board action on James Kilgore

Dear Chairman Kennedy,

I am contacting you in reference to the Board of Trustees' consideration of the reinstatement of James Kilgore with the University of Illinois.

I serve as [redacted]

I am [redacted]

I am also [redacted]

It is people like James Kilgore who serve as an inspiration to people like me – [redacted]. Around 630,000 prisoners are released annually, and according to the most recent Department of Justice study around 67% recidivate within three years.

That is not surprising, as it is extremely hard for prisoners to reassimilate into society given the difficulty of finding a job and housing, and having to cope with the stigma of a criminal record – even after the term of punishment imposed by a judge or jury has been fully served long ago.

When prisoners rehabilitate themselves and stay out of prison, they often do so in spite of the system rather than because of it, and they do so with the hope they one day can put their past behind them.

The University’s decision to terminate Mr. Kilgore's employment, however, demonstrates the futility and fallacy of that hope.

Whereas Mr. Kilgore's success as a rehabilitated ex-felon serves as an inspiration for people who are currently incarcerated and those who have been released, the University’s decision to terminate his employment based on reports detailing his criminal past -- a past that was fully disclosed -- serves as a reminder that for some people and institutions, rehabilitation is meaningless, the punishment of a criminal conviction will never end and ex-offenders can never escape their past no matter how long ago their offenses occurred.

I trust you will agree that this sends the wrong message, and I therefore urge you to reinstate Mr. Kilgore's employment with the University.

In closing, please consider if the late Nelson Mandela had taught at your school and was the subject of news reports similar to those involving Mr. Kilgore. After all, Mandela, a former prisoner who served 27 years, advocated for the armed overthrow of his government. Amnesty International refused to consider him a prisoner of conscience for that reason; he was labeled a terrorist both by the apartheid South African government and by the U.S. (indeed, he was placed on the U.S. terrorist watch list). Given his past criminal history, would the University have terminated Mandela’s employment simply due to criticisms in the press about his past criminal (indeed, terroristic) record? Or would it have taken a principled stand to support a valued member of its faculty who had overcome his past bad acts committed decades ago?

Thank you for your time and attention in this regard;



Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:52 PM
To: [redacted]
Cc: pmwise@illinois.edu; [redacted]

Dear Christopher Kennedy,
As someone who deeply admired and was heavily influenced by Robert Kennedy, I urge you to support the Review Committee's report on the rehiring of James Kilgore. He is an extraordinary teacher both at the University and in the larger community .
He certainly committed a terrible crime, but has paid his price to society. Respectfully submitted,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:41 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: University of Illinois, BOT -Kilgore

Christopher G. Kennedy, Chair,
University of Illinois Board of Trustees

Dear Mr. Kennedy:

As [redacted], I would urge to Board of Trusties not to interfere with faculty assessments of scholarly and teaching competence or with their decisions on hiring, and to support the recommendations of the review committee chaired by Professor Matthew Wheeler for reinstatement of the employment of James Kilgore at their meeting this week.

Very Truly yours,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:39 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: RE: James Kilgore

11/10/14

Dear Mr Kennedy,

I would like to voice my opinion that the Board of Trustees of the University of Illinois should support the recommendation of the review committee chaired by Professor Matthew Wheeler to reinstate the employment of James Kilgore.
To do otherwise would further inflame an already extremely contentious issue of shared governance on this campus.

Thank you very much.

[redacted]

Chris Kennedy

From: [redacted]>
Sent: Monday, November 10, 2014 2:37 PM
To: [redacted]
Cc: Wise, Phyllis M; President Easter; [redacted]
Subject: Kilgore case

Dear Mr. Kennedy,

I write to request that the Board of Trustees agree with the recommendations of the review committee that was chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at you meeting this week. I believe the termination of Kilgore's appointment was a violation of his rights and a serious mis-step by the provost. This is an opportunity for you and the Board to set this matter aright. I hope you will do the right thing.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:29 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore reinstatement

Dear Mr Kennedy

In the interests of equality and fair employment opportunity to all, I implore you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. His reinstatement would be a significantly positive and just move by the University of Illinois.

Yours sincerely,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:26 PM
To: [redacted]
Subject: [redacted] pmwise@illinois.edu

Dear Mr. Kennedy,

I ask you please to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thank you

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:23 PM
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: James Kilgore

Dear Mr. Kennedy,

I add my voice in urging you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. I hope my message is brief enough.

Best regards,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:20 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: U of I Board of Trustees

Dear Sir/ Madam

My name is [redacted]. I knew James Kilgore [redacted]. He dedicated his time in the pursuance of social justice for very many people in South Africa and beyond. I urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours sincerely

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:17 PM
To: [redacted] pmwise@illinois.edu
Subject: JAMES KILGORE RE-INSTATEMENT

Mr. Kennedy,

A note of support for the re-instatement of Dr. James Kilgore. I urge you and the Board of Trustees to do the right thing and many will applaud you for a correction that is legally and morally in line with your institution. You have an opportunity to be leaders. Please step up and lead in the way we always urge our students to do. They are watching.

Thank you. I look forward to celebrating your decision.

All the Best,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:44 PM
To: [redacted]
Cc: [redacted] Phyllis M Wise
Subject: Please approve Wheeler's report

Hi Chairman Kennedy,

I'm [redacted] and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Thanks,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:10 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Board of Trustees vote on employment of James Kilgore

Dear Mr. Kennedy,

I write to urge you and the Board of Trustees to follow the recommendations of the review committee chaired by Professor Matthew Wheeler and support the reappointment of James Kilgore at the University of Illinois at Urbana-Champaign. Mr. Kilgore has served time for his criminal convictions, and has repeatedly indicated his remorse for the actions that led to his convictions. He has demonstrated a strong commitment to teaching in his appointments on our campus. Professor Wheeler's committee writes, and I quote:

"Finally, the committee does not support a blanket or permanent exclusion of employment for Mr. Kilgore. The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus in the academic hourly and visiting specialized faculty positions that he has held over the last four years."

I hope that the Board will consider the report carefully and vote in favor of reinstating Mr. Kilgore.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:07 PM
To: [redacted] pmwise@illinois.edu
Subject: Reinstate the employment of James Kilgore

Dear Christopher Kennedy, James Montgomery and Phyllis Wise,

As an Alumni of the University of Illinois Urbana Champaign (UIUC), I urge you to immediately reinstate the employment of James Kilgore. The report by the Hiring Processes Review Committee clearly finds that Mr. Kilgore's employment was terminated unfairly. 2014 has been an embarrassing year for the UIUC in regards to academic freedom. Please end the year by doing what is right - rehire Mr. Kilgore immediately.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 2:00 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Mr. Kennedy,

After our transition to democracy in 1994, we, the victims of Apartheid in South Africa, held a Truth and Reconciliation Commission. While there were many issues that were not addressed, one of the outcomes was that we forgave a number of government officials and members of the police and military for their unspeakable crimes against us. The wounds inflicted during the Apartheid era still fester but we staved off a bloodbath.

Surely, your Board can find a route to reconciliation for any criminal act James Kilgore may have committed during your country's period of racial segregation.

I urge you to accept the recommendations of the review committee chaired by Professor Mathew Wheeler.

Yours truly,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:56 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore

Dear Chair,

I am asking the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. Thank you very much.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:44 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Hiring Processes Review Committee Report

Chair Kennedy,
I understand that the Board of Trustees will be considering the recommendations of the Hiring Processes Review Committee Report, which was prepared at the request of the Provost. The committee performed a thorough review of the hiring processes used by four different campus units to hire James Kilgore, and they meticulously documented each of several hiring decisions. They found that "the hiring officials did not violate any university or campus policies or procedures when hiring Mr. Kilgore." They then conclude"that Mr. Kilgore be allowed to continue to be employed by the university…"

I request that the Board follow the recommendations of this committee and allow Mr. Kilgore to continue his university employment.

Regarding general campus hiring policy, the committee also recommended that "the campus develop a criminal background check policy" for new hires. This is a sound recommendation, to prevent confusion around such situations in the future. In the case of Mr. Kilgore, despite there being no such campus background check policy at the time, the report documents that, in fact, an appropriate assessment was done in virtually all of the hiring decisions regarding Mr. Kilgore. There is no sound reason for the Board to continue to bar Mr. Kilgore's employment by campus units who wish to do so, in accordance with campus policies.
-Rob Olshansky

the
hiring
officials
did
not
violate
any
university
or
campus
policies
or
procedures
when
hiring
Mr.
Kilgore,

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:25 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Re: Urgent: Email U of I Board and Chancellor about James Kilgore's employment

I hope you and the Board of Trustees will follow the recommendations of the University committee and chaired by Matt Wheeler and reinstate the employment of James Kilgore. [redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:28 PM
To: [redacted] pmwise@illinois.edu; James Kilgore
Subject: Request to reinstate James Kilgore

Dear Sir,
I received my PhD from UIUC in 2012. I am writing to ask you to please reinstate the employment of James Kilgore. I know him personally and professionally, as I have [redacted]. His work was invaluable, as many of the students remarked how helpful his services and teachings were. I also know James [redacted]. I have taken the knowledge James has passed onto me and have incorporated it into my own work [redacted]. I have spoken with James personally about his criminal record and I have no doubt in my mind James has changed his views on how to achieve social justice. People change. We all make mistakes and we all go through a process of self-reflection. James is a peaceful, compassionate, intelligent, and kind man who does not deserve to lose his job because of a past record. He has done his time, he has worked hard to re-engage with society, and he deserves to not be stripped of a job he loves and is very good at. Students, the CU community, and faculty all benefit from James' contributions. I sincerely hope you take my email seriously and put into action my request. Please don't hesitate to contact me if you have any questions.
Sincerely,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:26 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstatement of James Kilgore

Dear Mr Kennedy,

I write to you from Johannesburg, South Africa, in order to add my voice to those of the many others whom I know are also writing to you at this time. Like those many others, I write to ask that you support the recommendations of the Wheeler review committee regarding the reinstatement of James Kilgore to employment at UIUC.

It must be unnecessary to recount here James' accomplishments and accolades, his teaching record, and the high esteem in which he is held by people in the US, South Africa and elsewhere. Having familiarised myself with details and events surrounding his termination, I am compelled to conclude that he became the victim of either tawdry political opportunism or childish ideological fears. Perhaps both. In any case, this unfortunate episode reflects poorly on the institution over which you preside, and on the cultural milieu that continues to produce such witch-hunts.

It is my understanding that the Board holds the power to reverse the embarrassing injustice that has been done, and to reinstate James. For his sake, for the sake of UIUC, and for the sake of a courageous example that may resonate far beyond the institution, I hope that you will do so.

With my best wishes for an edifying outcome,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:21 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Dr James Kilgore

Dear Mr Kennedy,
I am writing to request the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler to reinstate Dr James Kilgore. I am acquainted with Dr Kilgore's history and his work. In my understanding natural law demands that someone who has served a sentence for a crime should return to society as a citizen with the same rights as any other. It seems self-evident then that Dr Kilgore should enjoy fair treatment, especially by a group of leaders of an academic institution.
Yours sincerely,
[redacted].

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:18 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore

Dear Chairman Kennedy:

Like most of my colleageus, I hope you will act positively on the recommendatoins of the committee that recently reviewed the board's actions with regard to James Kilgore. If the reports of this report are correct, it properly calls for a policy that will enable the university to hire people like Kilgore who have served their sentences and have valuable skills to provide.

Sincerely,

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:16 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: RE: Report on James Kilgore

Dear Chairman Kennedy,

Now that the Provost's Committee on the employment status of James Kilgore has issued its report, I urge you and the Board of Trustees to accept and follow the recommendations of the Committee concerning Mr. Kilgore, and to support the Provost.

I am optimistic that you and the Board will do the right thing.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:15 PM
To: [redacted] Wise, Phyllis M
Subject: Support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore

Hello University of Illinois Board of Trustee Members,

I am writing today to ask that you support the recommendations of the Hiring Process Review Committee regarding James Kilgore and reinstate his employment. As the committee has found, there was no violation of policy during the hiring process of James Kilgore and he has been an asset to the University over his past 4 years of employment here.

Furthermore, to not support the recommendations of the committee and to continue to deny James Kilgore employment would further strengthen claims against academic freedom and for discrimination at the University of Illinois, positions I am sure the board would aim to correct.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:10 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Chris Kennedy,

I write urging you to strongly consider reinstating Professor James Kilgore to his position. As someone who has served his time, James Kilgore represents the possibility for rehabilitation within our criminal justice system. The review committee chaired by Professor Wheeler supports Professor Kilgore's reinstatement, and I believe it is the just thing to do.

Thank you for your time, and all best,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:09 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Reinstate James Kilgore!

Dear Chris Kennedy,

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:05 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Please reinstate James Kilgore as per the review committee recommendation

Dear Chris Kennedy,

I'm writing as someone who has edited James Kilgore's work in the past to urge you to reinstate him to his former teaching position. He has hidden neither his past record nor his remorse.

In a democratic society, the purpose of prison should not be revenge but reformation. The James Kilgore of today is not the same person he was at the time of the crime and should not be treated as if he were.

His politics at the time were antithetical to everything I believe in, but they have changed, and he should no longer be judged by them.

Thank you for your consideration,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 1:01 PM
To: [redacted]
Subject: james kilgore

Dear Mr. Kennedy:

I hasten to add my humble voice to those urging you and the board you head to make it possible for James Kilgore once again to teach as an adjunct at UIUC, where I formerly served on the faculty.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:59 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Sir:

James Kilgore is a respected scholar and writer and expert in his field.
He was completely open about his background when he was hired and he has served the university at a level well above his pay grade. There is really no justification for non-renewing his contract except that the News-Gazette tells you to, and that is not a valid reason.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:58 PM
To: [redacted]
Subject: James Kilgore

Dear Mr. Montgomery,

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thanks you,

[redacted]

--

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:58 PM
To: [redacted]
Subject: James Kilgore

Dear Mr. Kennedy,

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thanks you,

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:55 PM
To: [redacted]
Subject: James Kilgore

Dear Sir:

I am asking you to accept the recommendations of the Review Committee and reinstate Professor Kilgore.

Thank you for your consideration.

Sincerely yours,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:54 PM
To: Christopher G Kennedy
Cc: James Montgomery; Chancellor Phyllis Wise
Subject: Reinstate James Kilgore

Dear Chairman Kennedy,

I am writing to ask that you please reinstate James Kilgore as an adjunct faculty at the University of Illinois. It find it shameful that our university administration has blocked the rehiring of this upstanding citizen and excellent teacher. I encourage you to restore his position.

Sincerely,

[redacted]

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:52 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore reinstatement

Gentlemen:
I write on behalf of James Kilgore at the University of Illinois UC campus. I am informed of his manifold gifts as teacher and researcher, and of the effort to forestall his employment because of a criminal record.
It seems obvious that, having spent time in prison, he has "paid his debt to society, indeed more than paid since he is actively involved in benevolent work. His case represents an important dimension of movement for reform nationwide that is in the air and in the media concerning our country's outsized, and minority dominated, prison population. If we are not willing to restore to full civil rights those who have completed a sentence and who have gone on the make a very real contribution to society, I do not see any sense to our criminal justice system at all.
I am also a [redacted] We need more good work of the kind that Professor Kilgore is accomplishing for the betterment of our society as a whole.
Thank you for your attention.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:52 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Re: Urgent: Email U of I Board and Chancellor about James Kilgore's employment

Dear Mr. Kennedy,

I urge you to rule to reinstate Dr. James Kilgore to an appropriate academic position at UIUC at this week's Board meeting.

Dr. Kilgore is a valued colleague, scholar, author, and instructor. Discontinuing his employment because of a long-ago crime for which he has already served a sentence is tantamount to re-prosecuting and re-punishing him for that crime. That is not the American justice system envisioned by our most thoughtful and fair-minded political leaders, nor should it be the example we set for our students.

Respectfully,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:49 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: James Kilgore

Dear Mr. Kennedy,

I write to ask you to restore James Kilgore's employment at the University of Illinois.

I have read the Hiring Process Review Committee report. It seems that he withheld no information and that no procedures were violated by his previous employment.

As members of your faculty noted, Kilgore has served his time. He is a dedicated teacher and brings a unique perspective to the university.

Last year, I began [redacted] and I was nervous about it. I consulted Kilgore and he was helpful and encouraging. Where else can a [redacted] find such a resource? The University of Illinois would do well to draw on the experience and dedication of this man who, yes, committed crimes, but also served the sentence required of him.

Think of the contributions he could make to the University and wider society! It would, I think, bring him closer to amends and thus the honor to Institution could only be enhanced.

Sincerely,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:41 PM
To: [redacted]
Cc: pmwise@illinois.edu; [redacted]
Subject: Kilgore Case

Dear Chairperson Kennedy:

I am writing in the best interests of the University of Illinois and in support to normal shared governance procedures to ask you and other members of the board to accept the recommendations of the provost's committee regarding James Kilgore's employment at the University of Illinois at Urbana. The committee's deliberations and recommendations appear to be particularly thorough and responsible in all respects. Speaking as a member of the faculty at UIUC, I would say we are at a delicate moment in terms of shared governance decisions on our campus. Your support of the committee's recommendations would go a long way toward improving that situation.

Many thanks for your consideration.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:39 PM
To: [redacted] [redacted] pmwise@illinois.edu
Subject: Please reinstate James Kilgore

Dear Board members Christopher Kennedy and James Montgomery and Chancellor Phyllis Wise

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

This matter has received much attention here in South Africa and I know many people share my wish that it should be favourably resolved.

Yours sincerely

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 12:39 PM
To: [redacted]
Cc: [redacted]
Subject: Reinstate James Kilgore

Mr.Chris Kennedy …

I strongly recommend the University of Illinois reinstate the employment of James Kilgore.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 11:49 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Review Committee Report

Dear President Kennedy,
The review committee chaired by Professor Matthew Wheeler has completed its report on the employment status of James Kilgore. I encourage the Board to support the recommendations of the review committee and reinstate the employment of James Kilgore. The committee has done its job and fulfilled its responsibilities to the Board. The Board should now respect the findings and recommendations of the review committee and reinstate James Kilgore to his previous status as part-time instructor on the U of I campus.
Respectfully,
[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 11:16 AM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore

Dear Chair Kennedy,
I am writing you today to show my support for the reinstatement of James Kilgore. The review committee, chaired by Professor Matthew Wheeler, has completed their careful review and the committee recommends reinstatement of James Kilgore. In order to show good faith and sound administrative stewardship, it is incumbent upon you to follow the recommendation of the review committee and to reinstate James Kilgore. Anything short of this further undermines the confidence of good Administrative stewardship by the Board of Trustees at the University of Illinois.

Thank you for your time,

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:29 AM
To: [redacted]
Subject: FW: James Kilgore case

In anticipation of the Board of Trustees meeting this week, I am writing in strong support of the recommendations of the review committee chaired by Professor Matthew Wheeler asking for the reinstatement of James Kilgore.

[redacted]

Chris Kennedy

From: [redacted]
Sent: Monday, November 10, 2014 10:25 AM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Re: the reinstatement of James Kilgore

Hello Chairman Chris Kennedy,

I am emailing you to advise and encourage you to follow the recommendations of the review committee lead by Dr. Matthew Wheeler to reinstate James Kilgore as soon as possible.

Thank you,

[redacted]

From: Kies, Susan Mary
Sent: Friday, December 05, 2014 6:28 PM
To: Kies, Susan Mary
Cc: Easter, Robert A; [redacted] Hardy, Thomas P; Bearrows, Thomas; [redacted]
Subject: FW: Chicago Sun Times editorial re Rick Hill/James Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Please note the message below from Tom Hardy regarding a pending article in the *Sun Times*.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
H: [redacted]
C: [redacted]
O: (217) 333-1920
kies@uillinois.edu

From: <Hardy>, Thomas Hardy <hardyt@uillinois.edu>
Date: Friday, December 5, 2014 at 3:46 PM
Subject: Chicago Sun Times editorial re Rick Hill/James Kilgore

FYI…The Sun Times editorial board said it will publish an editorial on Monday regarding the Kilgore matter and former UIF Board chair Rick Hill's promise to withhold a major contribution to the University upon the rehiring of Kilgore. The editorial will bemoan the fiasco coming at a time when public universities are increasingly reliant on charitable giving by donors and on the use of part-time adjunct instructors, according to editorial board member Tom Frisbie. However, Frisbie said, the editorial will posit that Kilgore is small potatoes in the scheme of things (a couple of part-time positions) and donors should not expect to influence hiring decisions. I reminded Frisbie that the University is developing a background check policy for all new hires—including faculty and adjuncts—and that the Board directed the administration to review hiring practices for adjunct or part-time instructors.

Tom H

-----Original Message-----
From: Hardy, Thomas P
Sent: Wednesday, November 12, 2014 1:19 PM
To: Kies, Susan Mary
Subject: FW: Hiring a convicted murderer

Kilgore input to OUR office.

-----Original Message-----
From: InfoSource
Sent: Wednesday, November 12, 2014 1:17 PM
To: Hardy, Thomas P; Hudak-David, Virginia
Subject: FW: Hiring a convicted murderer

-----Original Message-----
From [redacted]
Sent: Wednesday, November 12, 2014 11:43 AM
To: InfoSource
Subject: Hiring a convicted murderer

Are you nuts? If you hire a convicted murderer, your reputation and donations rightfully drop like a lazy student's grades.

Choose to be Happy today!
[redacted]

[redacted]

From: Abel, Julia Louise
Sent: Friday, November 14, 2014 9:03 AM
To: Hardy, Thomas P
Cc: Kies, Susan Mary
Subject: FW: Hiring of James Kilgore-Enough is Enough

Hello,

I am forwarding the below email on behalf of Dr. Kies.

Thank you!

Julia

Julia Abel
University of Illinois
Board of Trustees Office
352 Henry Administration Building, MC-350
506 S. Wright Street
Urbana, IL 61801
(217) 333-8673 - Phone

Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: Kies, Susan Mary
Sent: Wednesday, November 12, 2014 3:42 PM
To: Abel, Julia Louise
Subject: FW: Hiring of James Kilgore-Enough is Enough

From: Chris Kennedy <[redacted]
Date: Wednesday, November 12, 2014 at 3:38 PM
To: "Kies, Susan Mary" <kies@uillinois.edu>
Subject: Fwd: Hiring of James Kilgore-Enough is Enough

Christopher G. Kennedy

[redacted]

Begin forwarded message:

From: Richard S Hill <[redacted]
Date: November 12, 2014 at 1:12:35 PM EST
To: "Robert A. Easter" <reaster@uiuc.edu>, Ed Ewald <ewald@uif.uillinois.edu>, "Christopher G. Kennedy" [redacted], "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>, [redacted] <[redacted]
Cc: [redacted] <[redacted] '[redacted] [redacted] [redacted] '[redacted] <[redacted] "pwise@uiuc.com" <pwise@uiuc.com>, [redacted] '[redacted] <[redacted] '[redacted] <[redacted] Dimitri Azar <dazar@uic.edu>, Peter Nelson <nelson@uic.edu>
Subject: Hiring of James Kilgore-Enough is Enough
Reply-To: Richard S Hill <[redacted]

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

From: Wise, Phyllis M
To: Adesida, Ilesanmi
Cc: Kaler, Robin Neal; Benmamoun, Elabbas; Peterson, Dan C
Subject: Re: HELLO
Date: Thursday, December 04, 2014 5:04:41 PM

[redacted]

Sent from my iPad

> On Dec 4, 2014, at 1:31 PM, "Adesida, Ilesanmi" <iadesida@illinois.edu> wrote:
>
> [redacted]
> Ade
>
>
>
>
> _____
> From: Kaler, Robin Neal
> Sent: Thursday, December 04, 2014 3:05 PM
> To: Adesida, Ilesanmi; Wise, Phyllis M; Benmamoun, Elabbas; Peterson, Dan C
> Subject: FW: HELLO
>
> Hi All:
>
> I've been in a meeting and just saw this message. I[redacted]
>
> Please let me know asap if you feel otherwise.
>
> Thanks,
> r
>
> From: Public Affairs (Illinois)
> Sent: Thursday, December 04, 2014 2:36 PM
> To: Kaler, Robin Neal
> Subject: FW: HELLO
>
> FYI…
>
> From: Aloi, Diana [mailto:Diana.Aloi@FOXNEWS.COM]
> Sent: Thursday, December 04, 2014 1:28 PM
> To: Public Affairs (Illinois)
> Subject: HELLO
>
> We are having Rick Hill on our morning show "Fox & Friends"
> We were hoping to get a statement from the University on the rehiring of James Kilgore please
> I'm working on deadline
> If you could please get it to me by 430pm ET that would be much appreciated
> Thanks so much
> Diana Aloi
> "Fox & Friends"

From: Illinois Chancellor
To: Wise, Phyllis M
Cc: Peterson, Dan C
Subject: FW: James Kilgore / Steven Salaita
Date: Tuesday, December 02, 2014 11:02:15 AM

From: [redacted]
Sent: Tuesday, December 02, 2014 10:38 AM
To: Illinois Chancellor
Subject: James Kilgore / Steven Salaita

I am a [redacted] graduate of the University of Illinois at Champaign-Urbana. I am deeply embarrassed to admit that.

I agree completely with the position taken by Mr. R. Hill, the Chicago businessman, who pledged $6.5 to the bioengineering program but who now has stated that he will not give the final $4 million if James Kilgore, the *convicted terrorist, bank robber, murderer*, is in fact rehired. I am sickened at the thought. What kind of a festering swamp of evil have you and the faculty, et al, become to even consider such actions? You have lost your moral compass and betrayed all the excellence (including moral excellence) the University once stood for. Shame on you all.

As I agree with Mr. Hill's position I will not give a dime for the rest of my life to the University. I am not as rich as Mr. Hill but evenso I am middling rich and would have continued to donate if the University had not become so incredibly degenerate.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Rehiring James Kilgore-Really?
Date: Monday, December 01, 2014 4:45:40 PM

Dear Chancellor Wise,

I am sending you this email to express my extreme disgust and displeasure that the University of Illinois is entertaining the thought of rehiring James Kilgore. It truly disgusts me as a parent of a student of U of I, an Illinois taxpayer, and a mother that this morally bankrupt individual will be given the privilege of teaching at U of I. He is hardly the only expert in his subject and given his involvement in domestic terrorism against this country I feel that he should not be given a bully pulpit to influence the students at this university in his derelict way of thinking of this great country. I also am disgusted that this man will have a salary that is made up of my tax dollars and my daughter's tuition. Surely there are other programs that are more worthy of funding than a convicted murderer who deprived four children of their mother and evaded arrest for over 20 years. If you need help coming up with areas that are more worthy of funding please feel free to contact me. I'm sure we could come up with many other areas at the U of I that are worth rewarding.

Please do the right thing and severe all ties with James Kilgore. Do not allow this individual to have any association with our state's flagship university.

Regards,

[redacted]

From: Kaler, Robin Neal
To: Peterson, Dan C
Cc: Wise, Phyllis M; Dewey, Matthew G
Subject: Re: Hill - Kilgore follow up
Date: Monday, November 24, 2014 6:13:53 PM

[redacted]

Thanks for alerting us.

Sent from my iPhone

On Nov 24, 2014, at 6:09 PM, Peterson, Dan C <dcpeters@illinois.edu> wrote:

> Robin,
> FYI. I'm not certain why Chad[redacted]
> Dan
>
> Sent from my iPhone. Apologies for typos.
>
> Begin forwarded message:
>
> **From:** "Nearhoof, Jeff H" <jeff5@uic.edu>
> **Date:** November 24, 2014 at 2:46:35 PM PST
> **To:** "Ruback, Chad B" <ruback@uif.uillinois.edu>, "Ewald, Ed" <ewald@uif.uillinois.edu>, "Fox, Shari M" <sharifox@uif.uillinois.edu>, "Devocelle, Christine C" <devocelle@uif.uillinois.edu>, "Micek, Sidney S" <Micek@uif.uillinois.edu>
> **Cc:** "Peterson, Dan C (UIUC)" <dcpeters@illinois.edu>, "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>, "Redding, Michael Warren" <reddingm@uic.edu>, "McGinnis Gonzalez, Sherri" <smcginn@uic.edu>
> **Subject: RE: Hill - Kilgore follow up**
>
> I will alert our UIC leadership and deans.
>
> Jeff Nearhoof
> Vice Chancellor for Development/Sr. VP for UIF
> Office of the Vice Chancellor for Development (MC 002)
> 25th Floor, University Hall
> 601 S. Morgan Street
> Chicago, IL 60607-7128
> 312 413-3391
> Jeff5@uic.edu

From: Ruback, Chad B [mailto:ruback@uif.uillinois.edu]
Sent: Monday, November 24, 2014 4:21 PM
To: Ewald, Ed; Fox, Shari M; Nearhoof, Jeff H; Devocelle, Christine C; Micek, Sidney S
Cc: Peterson, Dan C (UIUC); Lorber, Jeffrey D (UIS); Redding, Michael Warren; McGinnis Gonzalez, Sherri
Subject: Hill - Kilgore follow up
Importance: High

All

I spoke with Tom Hardy, Michael Redding and Sherri McGinnis Gonzalez before returning the call to Ms. Cohen at the Chicago Tribune. Here is our statement that I shared with her and then Hardy followed up by sharing it with the BOT as well.

> **Q: Have you heard from other donors who have expressed their intention to withhold or rescind their gifts?**
>
> Our work in institutional advancement involves bridging relationships with alumni, donors, volunteers and friends on behalf of the University. In our work, many people express their opinions to the UI Foundation staff about a range of matters every day—e.g., athletics, tuition, the Chief, Kilgore, etc. However, we don't comment on donor intentions. Mr. Hill's generous support of the university is greatly appreciated.

The essential focus for us is "donor intention." That is an opinion and intention of action that is owned solely by the donor, so it's best for us not to comment on that. She understood that point, but then wanted comment on whether or not the building name would be changed. I informed her that we had no comment on that hypothetical situation at this time. She also mentioned Rick's email and pressed once again on the number of others who have made gift commitments and are now withholding those future gift payments. I acknowledge only that we have received his email and that it's the only one that I'm aware that we've received.

She indicated that she spoke extensively with Hill, so we should be on alert that more media inquiries may follow tomorrow. Please direct those inquires to me. Also, please keep me in the loop should we hear from other donors who shared their intention as well.

Chad

Chad Ruback, MSEd, MBA

Vice President for Marketing and Donor Relations
University of Illinois Foundation
ruback@uif.uillinois.edu
217 244 9957

From: Peterson, Dan C
To: Wise, Phyllis M
Subject: Re: Concerned Major Donor
Date: Thursday, November 20, 2014 5:18:34 PM

Good idea to [redacted]. I'll talk with Ed Ewald about UIF mtg. Thx

Sent from my iPhone. Apologies for typos.

On Nov 20, 2014, at 4:41 PM, Wise, Phyllis M <pmwise@illinois.edu> wrote:

> Dan,
>
> I would be happy to talk with [redacted] the next time I see them. I know them pretty well and want to be sure they understand the fuller picture. Please let me know if there are others that I should talk with. [redacted] really appreciated the fuller explanation. We should figure out whether I should make a short presentation at the next UIF meeting since [redacted] was a member and sent his email to all of them.
>
> Phyllis
>
> Sent from my iPad
>
> On Nov 20, 2014, at 12:43 PM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:
>
> > Yes, alumni and donors through the telemarketing (student caller) program. Until I see the report, I can't comment on what level of donor they are or whether they are a UIF member.
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> > I have received only ONE comment directly to my office or attention. The [redacted] commented to me about it at the FB game last week. They said they felt like a lot of people, themselves included, probably agreed with [redacted] position.
> >
> > I'm sure the unit-based gift officers are getting some comments, but it will be hard to quantify how many.
> >
> > Dan
> >
> > ---
> >
> > **From:** Wise, Phyllis M
> > **Sent:** Thursday, November 20, 2014 1:39 PM
> > **To:** Peterson, Dan C
> > **Cc:** Kaler, Robin Neal; Dewey, Matthew G
> > **Subject:** Re: Concerned Major Donor

Thanks for all this info. Are you receiving comments from our alums/UIF members?

Sent from my iPhone

On Nov 20, 2014, at 10:45 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

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> Related, I met this morning with Christy Moss, our interim leader of AG. Christy reports that our student callers are getting about 2 dozen comments per evening about the Kilgore situation, far fewer than we received about Salaita. She said it's about the normal volume we receive when controversial topics arise. The student's standard reply is to acknowledge the comment, record it and assure the alum/donor that it will be forwarded to appropriate officials. We should be seeing a report soon and then can determine next steps.
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> Best,
>
> Dan
>
> ---
>
> **From:** Kaler, Robin Neal
> **Sent:** Thursday, November 20, 2014 11:36 AM
> **To:** Peterson, Dan C; Nearhoof, Jeff H (UIC)
> **Cc:** Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC); Dewey, Matthew G
> **Subject:** RE: Concerned Major Donor
>
> Hi All:
>
> Here are the talk points the campus will use about Kilgore.
>
> Warmly,

r

From: Peterson, Dan C
Sent: Wednesday, November 19, 2014 7:08 PM
To: Nearhoof, Jeff H (UIC)
Cc: Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC)
Subject: Re: Concerned Major Donor

Jeff,

I haven't seen any communication directly from donors to my office or via the Chancellor, but it still may be early.

I'm working with Robin Kaler in our OPA on addition talking points because of the few replies like this we've seen via UIF. We'll forward to you as prepared, and I suspect Robin can talk with you by phone to help answer specific concerns or misperceptions.

DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
>
> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.
>
> If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.
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> Below is [redacted]
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> Any guidance would be appreciated.

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Office of the Vice Chancellor for Development
(MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ewald, Ed [mailto:ewald@uif.uillinois.edu]
Sent: Wednesday, November 19, 2014 12:37 PM
To: Nearhoof, Jeff H; Grinage, Stephanie M
Subject: FW: Concerned Major Donor

Jeff and Stephanie,

We received this message below from [redacted] She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted]
Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.

Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted]

[redacted] e also [redacted]

Along with [redacted], we have [redacted] She is someone you should be proud to say is a faculty member of your university.

This brings me to my next point. [redacted] and I were set to give a gift of [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

<Kilgore points.docx>

From: Peterson, Dan C
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Subject: Re: Concerned Major Donor
Date: Thursday, November 20, 2014 5:13:53 PM

Good idea to visit with [redacted]

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<Kilgore points.docx>

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To: Peterson, Dan C; Wise, Phyllis M
Cc: Dewey, Matthew G
Subject: RE: Concerned Major Donor
Date: Thursday, November 20, 2014 1:31:23 PM
Attachments: Kilgore points.docx

Hi All:

Good catch, Dan. I've updated the points.

Thanks,
r

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Cc: Dewey, Matthew G
Subject: FW: Concerned Major Donor

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DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
>
> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.
>
> If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.
>
> Below is [redacted]
>
> Any guidance would be appreciated.
>
> Jeff
>
> Jeff Nearhoof
> Vice Chancellor for Development/Sr. VP for UIF
> Office of the Vice Chancellor for Development (MC 002)
> th

25 Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ewald, Ed [mailto:ewald@uif.uillinois.edu]
Sent: Wednesday, November 19, 2014 12:37 PM
To: Nearhoof, Jeff H; Grinage, Stephanie M
Subject: FW: Concerned Major Donor

Jeff and Stephanie,

We received this message below from [redacted] She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted] [mailto [redacted]
Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted] We also [redacted] Along with [redacted], we have [redacted]. She is someone you should be proud to say is a faculty member of your university.
This brings me to my next point. [redacted] and I were set to give a gift of [redacted] r . That will no longer be happening. We are truly dis-appointed in the university for their failure to stand

for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

From: Peterson, Dan C
To: Wise, Phyllis M
Subject: RE: Concerned Major Donor
Date: Thursday, November 20, 2014 12:28:02 PM

[redacted] Thanks.

Dan

From: Wise, Phyllis M
Sent: Thursday, November 20, 2014 11:45 AM
To: Peterson, Dan C
Subject: Re: Concerned Major Donor

Dan,

I would be happy to help in any way I can. I want to [redacted] I would benefit from your advice.

Phyllis

Sent from my iPad

On Nov 20, 2014, at 5:54 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

> FYI. Would you be willing to meet with this UIC donor if they felt it helpful?
>
> Sent from my iPhone. Apologies for typos.
>
> Begin forwarded message:
>
> **From:** <dcpeters@illinois.edu>
> **Date:** November 19, 2014 at 5:30:14 PM CST
> **To:** "Nearhoof, Jeff H" <jeff5@uic.edu>
> **Cc:** "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>, "Grinage, Stephanie M (UIC)" <sgrinage@uic.edu>
> **Subject: Re: Concerned Major Donor**
>
> Jeff,
>
> I haven't seen any communication directly from donors to my office or via the Chancellor, but it still may be early.
>
> I'm working with Robin Kaler in our OPA on addition talking points because of the few replies like this we've seen via UIF. We'll forward to you as prepared, and I suspect Robin can talk with you by phone to help answer specific concerns or misperceptions.
>
> DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
>
> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.
>
> If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.
>
> Below is [redacted]
>
> Any guidance would be appreciated.
>
> Jeff
>
> Jeff Nearhoof
> Vice Chancellor for Development/Sr. VP for UIF
> Office of the Vice Chancellor for Development (MC 002)
> 25th Floor, University Hall
> 601 S. Morgan Street
> Chicago, IL 60607-7128
> 312 413-3391
> Jeff5@uic.edu
>
> ---
>
> **From:** Ewald, Ed [mailto:ewald@uif.uillinois.edu]
> **Sent:** Wednesday, November 19, 2014 12:37 PM
> **To:** Nearhoof, Jeff H; Grinage, Stephanie M
> **Subject:** FW: Concerned Major Donor
>
> Jeff and Stephanie,
>
> We received this message below from [redacted] She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted] [mailto [redacted]

Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

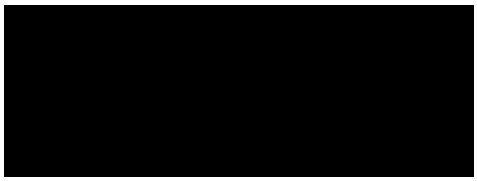
Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted] We also [redacted] long with [redacted], we have [redacted]. She is someone you should be proud to say is a faculty member of your university.
This brings me to my next point. [redacted] and I were set to give a gift [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like

Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: James Kilgore
Date: Wednesday, November 19, 2014 7:15:56 AM

Your alleged University is a disgrace. These decision makers are mentally deformed.

I do not know how someone like you and your staff have the stomach to look in the mirror.



From: Allen-Meares, Paula
To: Wise, Phyllis M
Cc: Koch, Susan J (UIS)
Subject: Re: Hiring of James Kilgore-Enough is Enough
Date: Friday, November 14, 2014 9:18:12 PM

I did try to call him but there was no answer.
Sent from my iPhone

On Nov 14, 2014, at 6:54 PM, "Wise, Phyllis M" <pmwise@illinois.edu> wrote:

> People are trying to talk with him but [redacted]
> .
>
> Phyllis
>
> Sent from my iPhone
>
> On Nov 14, 2014, at 10:31 AM, "Allen-Meares, Paula" <pameares@uic.edu> wrote:
>
> > He was one of our major supporters ...
> >
> > Sent from my iPhone
> >
> > On Nov 14, 2014, at 10:27 AM, "Wise, Phyllis M" <pmwise@illinois.edu> wrote:
> >
> > > I saw this.
> > >
> > > Sent from my iPhone
> > >
> > > On Nov 14, 2014, at 8:00 AM, "Allen-Meares, Paula" <pameares@uic.edu> wrote:
> > >
> > > > FYI...
> > > >
> > > > From Richard Hill
> > > > Ladies and Gentleman,
> > > >
> > > > It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the

UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows.

Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts

to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469[redacted]

Best,
[redacted]

[redacted] [redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach

our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois!

Certainly this is a low bar to get over.

Sincerely

Rick Hill

From: [redacted]
To: Wise, Phyllis M
Cc: Easter, Robert A; Clements, Vicki
Subject: Re: Standards
Date: Friday, November 14, 2014 7:34:24 AM

Phyllis

Thank you for the reply. Have a great weekend.

Go Illini!!!

Best,
[redacted]

[redacted]

On Nov 13, 2014, at 10:45 PM, Wise, Phyllis M <pmwise@illinois.edu> wrote:

> [redacted]
>
> There are lots of discussions going on that I would be happy to discuss with you when we have a chance to meet.
>
> Best,
> Phyllis
>
> Sent from my iPad
>
> On Nov 13, 2014, at 10:42 PM, "Easter, Robert A" <reaster@uillinois.edu> wrote:
>
> > Should have read my message before sending... [redacted] ...
> > spell correction is a wonderful thing if one checks the correction
> >
> > Robert A. Easter, Ph.D.
> > President, University of Illinois
> > 364 Henry Administration Building
> > Office Building
> > 506 South Wright Street
> > Street
> > Urbana, Illinois 61801
> > Phone: (217) 333-3070
> >
> > 414 Administrative
> > 1737 West Polk
> > Chicago, Illinois
> > 60612
> > Phone: (312) 413-9097

FAX: (217) 333-3072 FAX: (312) 412-8301
E-Mail: reaster@uillinois.edu
www.uillinois.edu

From: [redacted] [mailto [redacted]
Sent: Thursday, November 13, 2014 8:29 PM
To: Easter, Robert A
Cc: Wise, Phyllis M; Clements, Vicki
Subject: Re: Standards

Bob

Thanks for the reply. Have a good weekend and save some "popcorn" for the next time we are together .

Best,
[redacted]

[redacted]

On Nov 13, 2014, at 8:08 PM, Easter, Robert A <reaster@uillinois.edu> wrote:

> I suspect that in their mind [redacted]. We can discuss next time we are together.
>
> Bob
>
> Sent from my iPhone
>
> On Nov 13, 2014, at 6:14 PM, "[redacted] <[redacted] wrote:
>
> > Phyllis and Bob
> >
> > I do not want to opine on James Kilgore and whether he is "entitled to teach" but want to know if UIUC faculty members are applying a consistent set of values when they trash Shad Kahn but willingly embrace Mr. Kilgore.
> >
> > Best,
> > [redacted]



From: Peterson, Dan C
To: Wise, Phyllis M
Subject: Fwd: Hiring of James Kilgore-Enough is Enough
Date: Friday, November 14, 2014 7:22:35 AM

Fyi

Sent from my iPhone. Apologies for typos.

Begin forwarded message:

> **From:** "Ewald, Ed" <ewald@uif.uillinois.edu>
> **Date:** November 14, 2014 at 7:19:41 AM CST
> **To:** "Micek, Sidney S" <Micek@uif.uillinois.edu>, "Nearhoof, Jeff H (UIC)" <jeff5@uic.edu>, "Peterson, Dan C" <dcpeters@illinois.edu>, "Fox, Shari M" <sharifox@uif.uillinois.edu>
> **Subject: Fwd: Hiring of James Kilgore-Enough is Enough**
>
> Please see below from Bob.
>
> Begin forwarded message:
>
> > **From:** "Easter, Robert A" <reaster@uillinois.edu>
> > **Date:** November 14, 2014 at 7:06:07 AM CST
> > **To:** "Nelson, Peter C (UIC)" <nelson@uic.edu>
> > **Cc:** "Robert A. Easter" <reaster@uiuc.edu>, "Allen-Meares, Paula (UIC)" <pameares@uic.edu>, "Ewald, Ed" <ewald@uif.uillinois.edu>, "Azar, Dimitri T (UIC)" <dazar@uic.edu>, "Nearhoof, Jeff H (UIC)" <jeff5@uic.edu>, "Royston, Thomas J (UIC)" <TRoyston@uic.edu>, Edward McMillan <[redacted] "Clements, Vicki" <vclement@uillinois.edu>
> > **Subject: Re: Hiring of James Kilgore-Enough is Enough**
> >
> > Pete:
> >
> > Thanks for reaching out to [redacted] Ed McMillan is planning to [redacted] and I am copying him on this message. Your suggestion o[redacted] and Ed might be able to offer that.
> >
> > Bob
> >
> > Sent from my iPad
> > Robert A. Easter, Ph.D.
> > President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 13, 2014, at 11:15 PM, "Peter Nelson" <nelson@uic.edu> wrote:

I called [redacted] a few minutes ago after reading this note. He was polite to me personally but told me that [redacted]

[redacted] will be in town for the [redacted] next week but said he is [redacted] ." I expect [redacted] is in [redacted] now but will be back in [redacted] after the [redacted] . I asked [redacted] if I may come and see him in [redacted] next week and he said [redacted] He was more [redacted]

I am sure everyone noticed (and [redacted] also pointed it out to me) that he cc'd Jodi Cohen on his message.

A short meeting with [redacted] Is there any chance of getting Chairman Kennedy and Trustee McMillan to arrange a meeting or a phone call?

Pete

On Nov 13, 2014, at 9:43 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the

College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows.

Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You

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Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

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my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted]> wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative

decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

From: Wise, Phyllis M
To: Adesida, Ilesanmi; Cangellaris, Andreas C (cangella@illinois.edu)
Subject: FW: Hiring of James Kilgore-Enough is Enough
Date: Friday, November 14, 2014 6:50:00 AM

Phyllis M. Wise
Chancellor, University of Illinois at Urbana-Champaign
Swanlund Administration Building
601 East John Street
Champaign, IL 61820
Phone: (217) 333-6290
Fax: (217) 244-4121

From: Peterson, Dan C
Sent: Friday, November 14, 2014 6:46 AM
To: Wise, Phyllis M
Subject: Fwd: Hiring of James Kilgore-Enough is Enough

Fyi.

Sent from my iPhone. Apologies for typos.

Begin forwarded message:

> **From:** "Ewald, Ed" <ewald@uif.uillinois.edu>
> **Date:** November 14, 2014 at 6:40:41 AM CST
> **To:** "Micek, Sidney S" <Micek@uif.uillinois.edu>
> **Cc:** "Nearhoof, Jeff H (UIC)" <jeff5@uic.edu>, "Peterson, Dan C" <dcpeters@illinois.edu>
> **Subject: Fwd: Hiring of James Kilgore-Enough is Enough**
>
> Sid,
>
> You weren't copied on Pete's email below. I have a meeting with Bob today and will be discussing [redacted] with him.
>
> -Ed
>
> Begin forwarded message:
>
> > **From:** Peter Nelson <nelson@uic.edu>
> > **Date:** November 13, 2014 at 11:15:55 PM CST
> > **To:** "Robert A. Easter" <reaster@uiuc.edu>, Paula Allen-Meares <pameares@uic.edu>, Ed Ewald <ewald@uif.uillinois.edu>, "Azar, Dimitri T" <dazar@uic.edu>, "Nearhoof, Jeff H" <jeff5@uic.edu>
> > **Cc:** "Royston, Thomas J." <troyston@uic.edu>
> > **Subject: Re: Hiring of James Kilgore-Enough is Enough**

I called [redacted] a few minutes ago after reading this note. He was polite to me personally but told me that "[redacted]

[redacted] will be in town for the [redacted] next week but said he is "[redacted]." I expect [redacted] is in [redacted] now but will be back in [redacted] after the [redacted]. I asked [redacted] if I may come and see him in [redacted] next week and he said "[redacted] He was more [redacted].

I am sure everyone noticed (and [redacted] also pointed it out to me) that he cc'd Jodi Cohen on his message.

A short meeting with [redacted] Is there any chance of getting Chairman Kennedy and Trustee McMillan to arrange a meeting or a phone call?

Pete

On Nov 13, 2014, at 9:43 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type

of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted]> wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Re: support of James Kilgore"s reinstatement
Date: Thursday, November 13, 2014 1:25:50 PM

Dear Mr. Kennedy,

My name is [redacted]. For [redacted] I served on the [redacted] faculty of the University of Illinois at Urbana-Champaign. I write you today to request that the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler, and reinstate the employment of James Kilgore.

As a [redacted], I taught Kilgore's work WE ARE ALL ZIMBABWEANS NOW in a MFA graduate seminar. Mr. Kilgore subsequently visited with students to discuss his work and process. In addition to admiring his writing, I found Mr. Kilgore to be a gifted lecturer—one who provided students with clear and very useful craft lessons. Engaged and engaging, Mr. Kilgore has been a superb colleague, and he's clearly been an asset to the University of Illinois at Urbana-Champaign. In the interest of academic freedom and employment equity, I urge the University of Illinois to restore his employment status.

Yours sincerely,

[redacted]

From: [redacted]
To: Christopher Kennedy; James Montgomery; Wise, Phyllis M; uibot
Subject: letter in support of James Kilgore
Date: Thursday, November 13, 2014 12:01:21 PM

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees, current term: 2009-2015

James Montgomery, currently serving on the Board 2013 to 2019

Chancellor Phyllis Wise <pmwise@illinois.edu>

Ricardo Estrada, current term: 2011-2017

Patrick J. Fitzgerald, current term: 2013-2019

Karen Hasara, current term: 2011-2017

Patricia Brown Holmes, current term: 2011-2017

Timothy Koritz, current term: 2013-2019

Edward L. McMillan, current term: 2009-2015

Pam Strobel, current term: 2009-2015

Hannah Cave, student, Springfield campus

Lucas N. Frye, student, Urbana-Champaign campus

To the Members of the Board of Trustees:

I left the PhD program for just this sort of trend at the University of Illinois. I am writing in support of James Kilgore.

- The record demonstrates that James Kilgore always voluntarily disclosed his past to his department, to the university, and to the community.
- The record demonstrates that James Kilgore and the Center for African Studies complied with all policies and practices.
- The record demonstrates that the Center for African Studies valued, and continues to value, James Kilgore.[1]
- The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus.
- The Hiring Process Review Committee recommends “Mr. Kilgore be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment.”

No errors were made, no corners were cut, no policies were violated in hiring Dr. Kilgore.

The new policies that were written after the fact appear to be specifically implemented in order to attack Dr. Kilgore -- these policies are poorly thought out and are seen by academic community as a mostly an emotional knee-jerk response.[2]

I join in calling on the Board of Trustees to do the following:

1. 1) Please follow the recommendations of the committee and reinstate Dr. Kilgore immediately. The University of Illinois at Urbana Champaign has been denied the skills and experience of an important scholar and an instructor who has twice appeared on the excellent teacher list.
2. 2) Please issue a public statement commending the review committee for its work and findings.
3. 3) Please refrain from further interference in the hiring decisions made by executive officers and Deans.
4. 4) Please recognize and respect the authority of campus administration and departments to carry out their designated duties and responsibilities.

Sincerely and respectfully submitted,

[redacted]

[1] The committee found that “Professor Bowen reports that Mr. Kilgore has been exceptional at his duties. Mr. Kilgore has done more than his academic hourly position would require including securing $2.7 million in grants to support the Center, writing newsletters, coordinating a memorial service for Nelson Mandela, and organizing conferences including one being held in Africa.” And “His insight was appreciated by other participants, and he was considered to be talented at developing a collaborative discussion — thoughtful, well- read, good listening skills, and not domineering.”

[2] Similarly, the one part of the Hiring Process Review Committee Report with which I doubt the expertise, the qualifications, and the understanding of “ban the box” trends in the state of Illinois of the committee is the recommendation that the campus develop a more extensive criminal background check policy for more hires. Additional, nit-picking criminal background checks will most heavily affect minority applicants, specifically black males.

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Thursday, November 13, 2014 8:20:11 AM

Dear Chris Kennedy,

I am writing to ask the board to follow the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate James Kilgore.

I graduated from [redacted].

I found James to be an excellent scholar and community member.

Please reinstate him.

Thank you,
[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please reinstate Jame Kilgore
Date: Thursday, November 13, 2014 2:18:07 AM

To: Christopher G. Kennedy, University of Illinois Board of Trustees

I am writing to request that the Board of Trustees of the University of Illinois act today to support the recommendations of the review committee chaired by Professor Matthew Wheeler, and reinstate the employment of James Kilgore at the UIUC campus.

Mr. Kilgore is an asset to the UIUC campus and to our community. He did not attempt to conceal his past in the process of his employment. Is not rehabilitation and reintegration as a productive member of society the goal of an enlightened citizenry? As an estimable institution of higher learning, the University of Illinois should support these objectives and respect the hiring processes of its campuses.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Dr. James Kilgore
Date: Wednesday, November 12, 2014 9:34:06 PM

Dear Mr. Christopher Kennedy:

I write to request that you as Chair of the Board return justice to the proceedings and allow James Kilgore to return to his duties in the African Studies program at our University. I have read and admired his books and essays and know him to be a fine man and scholar of integrity.

I have been a proud member of this university since [redacted] until the recent actions of your board in the two cases of Salaita & Kilgore.
Please see if you can repair the damaged reputation of the University by rehiring Kilgore.

In gratitude,

[redacted]

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Review Committee Report on James Kilgore
Date: Wednesday, November 12, 2014 5:19:29 PM

Dear Chairman of the Board of Trustees Kennedy,

I write to express my hope that you and the Board of Trustees will act this week to support the recommendations of the review committee chaired by Professor Matthew Wheeler that considered the case of James Kilgore. The committee's recommendations with regard to the justice and appropriateness of Dr. Kilgore's reinstatement offers and excellent opportunity to put University actions regarding this particular case back on the track of proper considerations for academic hiring on the basis of scholarly record and skills, as recommended by the heads of units that have successfully employed Dr. Kilgore in the past.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Letter to Christopher Kennedy, Chair, UI Board of Trustees
Date: Wednesday, November 12, 2014 4:13:29 PM
Attachments: Letter to UI BOT re James Kilgore.pdf

Hello,

Attached please find my letter urging you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting tomorrow, or as soon as is procedurally possible.

Sincerely,

[redacted]

[redacted]

[redacted]

Christopher G. Kennedy, Chair
Board of Trustees
University of Illinois
352 Henry Administration Building
506 S. Wright Street
Urbana, IL 61801

CC: James Montgomery, Board Member, University of Illinois Board of Trustees
Phyllis Wise, Chancellor, University of Illinois at Urbana-Champaign

Mr. Kennedy:

As a graduate of the University of Illinois, I write to urge you and the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

In a public response to this report, you stated that the committee seemed primarily concerned with whether "the paperwork was filled out correctly," in contrast to the Board's additional responsibilities as the governing body of a state-funded public institution. I urge you to revisit your assessment of the committee report, as it is clearly concerned with much more than appropriate procedure. As the committee report suggests, a decision not to reinstate Mr. Kilgore would serve to further reinforce the significant local and national perception of the University of Illinois as an institution unconcerned with equity and fairness in its treatment of teaching and other vital employees.

In fact, the report could not be clearer as a document interested in more than correct procedure (and as a Board Chair, I am sure you appreciate the substantive value of ensuring that procedure is followed in an equitable manner with respect to employment decisions). The committee finds that failing to "endorse the professional judgments of units wishing to hire Mr. Kilgore during the Fall 2014 semester" would constitute unfair and unnecessary treatment of Mr. Kilgore in a manner inconsistent with the University's longstanding employment practices. You may wish to follow other recommendations of the committee report and clarify policies related to hiring persons with criminal records—but these policies were not in place when Mr. Kilgore was hired, and acting otherwise would rightly open the Board to charges of discriminatory action. This is not a question of "paperwork." As you say, public institutions are responsible to their public. Surely the people of the state of Illinois expect, endorse, and deserve fair and consistent treatment from their employers.

The committee report notes that when Mr. Kilgore was first employed at Urbana-Champaign, he was still on supervised parole. Procedurally, this means that the State of California considered Mr. Kilgore's successful employment at your institution—as verified by his immediate supervisors, members of the Illinois faculty—to have been a vital component in its recognition of Mr. Kilgore's successful rehabilitation as a productive member of society. Given your prominent roles as leaders of the state's flagship educational institution, your and the Board's failure to reinstate Mr. Kilgore would send a clear message that in Illinois, rehabilitation is not possible, that there can be no opportunity for a person who has committed a crime to work in the future for the betterment of their community.

The report also recommends that the University of Illinois adopt a consistent policy of mandatory criminal background checks for all non-student employees. As you may know, Mr. Kilgore spoke against this aspect of the committee report, even as he urged the Board to allow his reinstatement. This unselfish act is only one of the many demonstrations I have seen in person and from afar of Mr. Kilgore's quality as a person, an educator, and a member of the Champaign and Urbana communities. Mr. Kilgore knows that requiring criminal background checks will not increase the safety or security of members of the University of Illinois community. In fact, research shows that such policies actually increase violence—rejecting them is one of the best measures employers can take to support public safety.[1] There is no responsible policy justification for such a policy. Instead, this requirement would mark the University as an unfriendly place for rehabilitation and second-chances, a regressive institution that would take it upon itself to further judge individuals who have already been judged by their peers, and in many cases served terrible sentences as a result of this judgment. Just as with the requirement of a background check, any decision that disallows Mr. Kilgore's employment can only be explained as an act of simple animus on the part of yourself and other members of the Board.

I am a graduate of the University of Illinois, with a Ph.D. in Speech Communication. As a rhetorician and argument scholar, I can think of nothing more cowardly or hypocritical than to act with discrimination and animus toward a beloved employee because of decisions he made in his past—for which he has already paid a price more severe than you or I can even conceive of—and explain such an action away with canards about your responsibilities as a public servant.

If the Board fails to allow Mr. Kilgore's reinstatement, you would again send a clear signal that the Board of the University of Illinois, as the ultimate representative of its state's flagship institution, is willing to put personal and political attitudes regarding individual employees above the interests of its faculty, students, and state. If you are truly interested in your public responsibility as the Chair of the University of Illinois Board of Trustees, then I urge you to follow the recommendations of your own faculty in reinstating Mr. Kilgore, while resisting the temptation to then deny other prospective members of the Illinois community the same chance to act once again as valued members of society.

Thank your for your time and consideration of this matter.

Sincerely,

[redacted]

[redacted]

[1] National Employment Law Project, "Research Finds Fair Chance Policies Support Families and Communities, Increase Public Safety," *NELP.org*, available at http://www.nelp.org/page/-/SCLP/2014/Guides/NELP_Research_Factsheet.pdf

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: PLEASE REINSTATE - Sophia Lewis re: James Kilgore
Date: Wednesday, November 12, 2014 2:19:02 PM

Mr. Christopher G. Kennedy, Chair
University of Illinois Board of Trustees

Dear Chairman Kennedy:

Please reinstate James Kilgore to his teaching position with the University of Illinois at Urbana-Champaign. I have toiled along with James and others for a number of years now on several peace and justice issues. He is a stalwart in his dedication to working toward a world that enables everyone in society a chance to appeal to his or her own better nature and improve their lot in life or to reach the highest potential available from whatever is their current station.

I am a [redacted]

James has coached me in the perseverance traits to use for the purpose of getting the importance of an oddly gender-polarized issue, such as family reunification post-incarceration, across to the males of our group including himself. He wanted to help me to help him understand better and he allowed himself to learn and grow in that light. It was a process, but he and three other men, who are also core members of our group, each spoke, within the same meeting, his own unique statement of epiphany, of new found clarity on the topic and its connection to our main cause. This was right after I had finished presenting my turn of comments during which I persevered with yet another entirely different approach and series of metaphoric illustrations to repeat the same message. --The continual repetition aspect being that which James encouraged and advised.

I now aim, in my own community advocacy, for similarity to James' success results and to emulate his skill at planning and follow-through of action steps that lead to producing them; -- as he was a very key instrument and our group's helm (along with spin-off group Citizens With Conviction, or CWC) for securing this area's attainment of a new societal reentry program for 65 people formerly incarcerated. The program is presently operated by City of

Champaign-located Community Elements, the agency that won the grant over CWC's own attempted bid for it. That agency recently had more of its grant funds released via the County to continue running the program. The program is for people formerly incarcerated who didn't have too many or too severe of issues with addiction and/or mental health or behavioral imbalances --since there are already other programs or options in place to address those.

However, given the healthier individuals produced as in those 65, in terms of retrained outlook, freshly tailored optimism, great support, and positive redirect; and despite their not having the worst dispositions, as part of the criteria for entering the program --one can still wonder how many and what varieties of incidents of harm that James Kilgore may have helped to stave away from how many members of our community, which includes members of the university community --faculty, staff, administrators, support service workers, and students alike. Investment in anti-recidivism resources and efforts is a vital factor in our whole community's safety. And that is what James Kilgore devotes his spare personal time to and, prior to his termination, had trained, taught, modeled, and exemplified to an extraordinary level for successive groups of new students.

James was a conduit for students' true community involvement that produced tangible effects in consistency with another of the university's missions --to benefit the surrounding community. Without James, more members of student classes will stall at the typical point for most university student body populations across the country of trying to figure out how to even relate to the adjacent or somewhat outlying permanent resident community; or to know and understand what issues collectively concern and either favorably or adversely impact its members.

Members of the CUCPJ [redacted] are now crafting a proposal for restoring parent-child physical contact visits in Champaign County jail. I am personally trying to get the restorative justice counseling model of support group going between young men and male teens who are pain-wracked and scarred by permanent family dissolution that occurred during their childhoods due to agency intervention. James is one of the first people I thought of to recruit for the latter endeavor, to help me approach the young men and draw them in to something positive --as facilitated by yet another of our socially active teammates who is a counseling professional and scholar-- that will help them. And, from my first mention to him of this effort, James has been entirely amenable. This would be a preoccupation, I understand --but it is still not an employment occupation for James.

James Kilgore is well beyond a series of sprints for doing all of the right and befitting things in the aftermath of his earlier charges and his number of years of release from the punishment of prison. We need for such individuals as James with a proven record of trust from thence forward, and their families, to be well supported and sustained within our communities.

James was always the first to also provide peripheral support to the groups he is involved with in the form of giving hundreds of car rides to community members, including me and others who I introduced him to, safely to and from dozens of various community meetings and events; and chipping in for costs and time for provision of victuals.

We all fall or fail at some point or points in our lives. But how do we get up and how do we grow and carry forth? Many of the intellectual disciplinary fields of our very University and some of its special programs (e.g., EJP - Education Justice Project) support such an emphasis, which would only be illustrated and reinforced by your reinstatement of such a person as James Kilgore. Neither would such a move be antithetical to the objectives of other agencies or institutions of the State, given that the word "corrections" is in the tile of at least one among such.

Upon considerations of all these presents and those of literally hundreds of others, please reinstate our highly esteemed and regarded friend and community member, Mr. James Kilgore, to his academic post at the University of Illinois at Urbana-Champaign.

Thank you kindly for your time.

Sincerely,

[redacted]

.

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Message from Alum
Date: Wednesday, November 12, 2014 6:12:24 AM

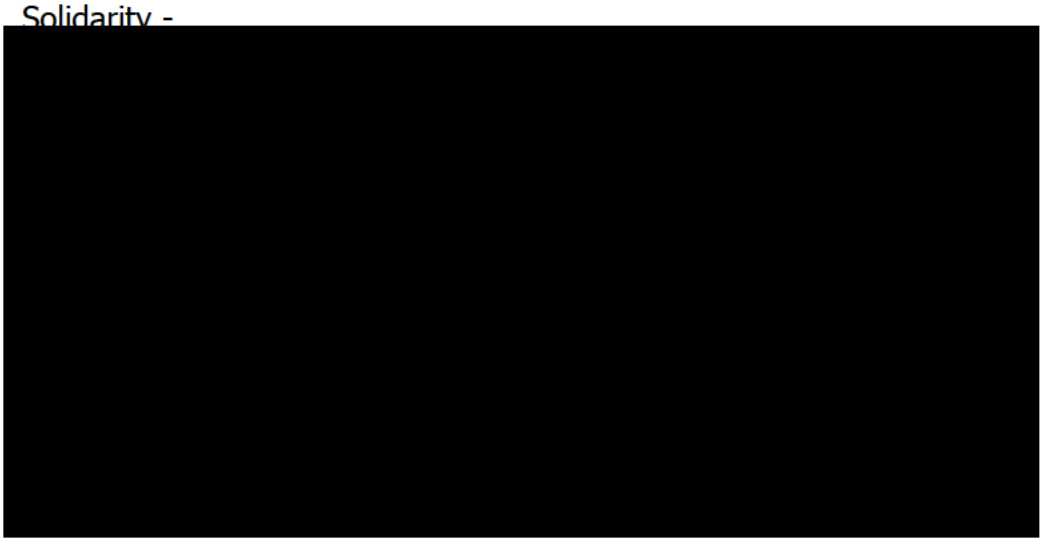
Hello -

My name is [redacted].
I am a 2006 alum from the University of Illinois in [redacted] and I [redacted]

I am writing today to ask that the Board of Trustees support the recommendations of Prof. Wheeler's report about James Kilgore and that the University reinstate Mr. Kilgore to his teaching position immediately.

Thank you for your time and consideration in this matter.

Solidarity -



From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Tuesday, November 11, 2014 9:18:02 PM

Dear Mr. Kennedy,
I am writing to request that you ask the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. He was hired according to accepted procedures, and was an exemplary employee. He has been open about his history of incarceration and has served as a model of successful reintegration. Please respect the autonomy of campus governance.
Sincerely,
[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: On the reinstatement of James Kilgore
Date: Tuesday, November 11, 2014 4:54:17 PM

Dear Trustee and Chair Kennedy,

My name is [redacted]. Currently I am [redacted] of the University of Illinois.

In [redacted], which was taught by James Kilgore. To say that Kilgore's class challenged me daily, altered my worldview, and changed the course of my education and career goals would be merely scratching at the surface. In his class, Kilgore aimed to call into question the way the Western world attempts to relate with the "third world." To push that we must not do so with pity, but with great dignity and respect.

We need professors like Kilgore who break down the posture students with little exposure have towards developing countries created by lack of contact or ignorance. Otherwise, attitudes of superiority and the myth of the "White Savior" are perpetuated, and the healing process between Global "North" and the "Global South" is halted.

As a student of this great university and someone who has been personally impacted by Kilgore as a professor, I strongly encourage the reinstatement of Professor James Kilgore.

Best,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstatement of James Kilgore
Date: Tuesday, November 11, 2014 4:23:56 PM

Dear Christopher Kennedy,

I am writing to you in your role as Chair of the Board of Trustees of the University of Illinois. I urge you to accept the recommendations of the review committee chaired by Professor Wheeler and to reinstate Mr Kilgore's employment. I worked with James in [redacted] and believe he is an asset to the educational community. It would be a serious loss to the university were his knowledge, skills and enthusiasm not made available to students there.

Kind regards,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Resolution at Board of Trustees Meeting
Date: Tuesday, November 11, 2014 3:58:09 PM

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Dear Chairman Kennedy,

Please support the recommendations of the review committee, which was chaired by Professor Matthew Wheeler, and reinstate James Kilgore's employment at your board meeting this week.

Sincerely yours,

[redacted]

cc: Board member James Montgomery and Chancellor Phyllis Wise

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 3:52:34 PM

Dear Trustee and Chair Kennedy,

I write to urge you to reinstate James Kilgore. Whatever fears or objections some might have to him, it is imperative that our bases for hiring and firing be fair and based on the facts. James Kilgore has paid his debt to society, and those who know him well are confident that he can and should be trusted with our students. James Kilgore has also amply demonstrated his excellence in teaching. It does our students a disservice to deprive them of his teaching.

To bow to public pressure, when that pressure is ill-informed, is simply mob rule. The University of Illinois needs above all to respect the truth, and to educate where the public is need of education. We cannot be party to witch hunts.

Sincerely,

[redacted]



From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 3:34:05 PM

Christopher Kennedy, Chair
University of Illinois Board of Trustees

Mr. Kennedy,

Should the issue of the reemployment of James Kilgore arise at A Board meeting I urge your support of Mr. Kilgore as an specialized faculty member. In keeping with the recommendations of the faculty committee established by Provost Adesida on this matter Mr. Kilgore is an effective teacher, an accomplished and recognized scholar in his area, and was productive in attracting outside research monies for the UC campus.

Mr. Kilgore's past was fully revealed at the time of his employment four years ago. These facts were carefully weighed by the unit and college making the decision to hire Mr. Kilgore,

and factored in to the decision proceed to hire Mr. Kilgore. It now seems a bit unfair to review all this years later particularly in light of Mr. Kilgore's contributions to the University.

I urge your support of Mr. Kilgore's continued employment.

Sincerely

[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M
Subject: FW: James Kilgore
Date: Tuesday, November 11, 2014 2:59:33 PM

From: [redacted]
Sent: Tuesday, November 11, 2014 2:58 PM
To: [redacted]
Subject: James Kilgore

Dear Chair Kennedy,

I urge you to respect and follow the recommendations made by the distinguished faculty committee that found that the "dehiring" of James Kilgore was contrary to the values and procedures of this great university. This must be remedied by his reinstatement as the committee urged.

Sincerely,

[redacted]

From: [redacted]
To: Christopher Kennedy
Cc: [redacted] James Montgomery; Wise, Phyllis M
Subject: 9/13 Board meeting: on the employment of James Kilgore
Date: Tuesday, November 11, 2014 2:26:34 PM

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Mr. Kennedy, and members of the Board of Trustees:

I write as an Illinois citizen, and as a University employee who feels a stake in the success and reputation of our institution. I urge the Board of Trustees, on the matter of the employment of James Kilgore, to take seriously the recommendation of Provost Adesida's Hiring Process Review Committee. Please make the decision - at this week's Board meeting, if possible - to permit Mr. Kilgore to be employed by those University units who judge that his capacities, skills and experience make him a valuable instructor and researcher. Allow those departments, knowing his history and his present record, to make their own best decisions.

Although I have not dealt with Mr. Kilgore within the University, I was fortunate to attend a community reading group which he established, on Michelle Alexander's book *The New Jim Crow*. If he ran University classes in anything like the way he led this group, I understand why he has been called an outstanding teacher. He prepared thoroughly, both led and listened to discussions well, encouraged dissent, and drew on his own research into mass incarceration and his personal experience to enrich the subject matter. So long as the University declines to employ him, it is to our institution's and our students' loss.

Thank you for your consideration.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Review committee for appointment of James Kilgore at UIUC
Date: Tuesday, November 11, 2014 1:50:02 PM

I have met James Kilgore and have a great deal of respect for what he can add to the University of Illinois and to the scholarly community in general. He's a bright, productive scholar and an asset to your university.

If our penal system has the purpose of rehabilitating those convicted of crime as well as punishing them, he is a perfect example of how our system can work effectively.

Given that the review committee believes he should have his employment reinstated, it would behoove the university to heed those recommendations. I hope you choose to do so.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 1:47:45 PM

Dear Chairman Kennedy,

I write to respectfully urge you and the University of Illinois Board of Trustees to support the recommendations of the review committee chaired by Professor Matthew Wheeler, and to reinstate the employment of James Kilgore on the UIUC campus.

James Kilgore is well known to me. [redacted] and I understand he has performed admirably in his capacity as a teacher on our campus as well.

I wish to note that when I met James, he immediately informed me that he had recently been released from prison. He was entirely forthright, and has repeatedly expressed his wish to make a positive contribution to society by using his skills as a teacher and scholar. He has paid for his crimes by serving out his prison sentence. I hope you and the Board will see your way clear to reinstating him so that our campus can demonstrate by example the valuing of rehabilitation, compassionate citizenship, and a system of shared governance that takes seriously the expertise of faculty in hiring decisions.

With sincere thanks for your consideration,

[redacted]

From: [redacted]
To: [redacted] [redacted] Wise, Phyllis M
Subject: Please consider the reinstatement of James Kilgore"s employment
Date: Tuesday, November 11, 2014 1:21:28 PM

Dear Mr. Kennedy,

I am writing today in regards to James Kilgore. I, perhaps, have a different perspective than others might, as I met James [redacted] From the moment I met John, he was an instant hero to me. At the time, I didn't know of his past with the SLA, and I did not know that his name was James Kilgore, all I knew was of his incredible work in South Africa. He spent countless hours helping me to navigate my research on [redacted] -- putting me in touch with fishermen, politicians, government workers -- but more importantly guiding me in my research question, design and focus. He provided the historic background that I couldn't get in books and really nurtured my project. I was inspired by his dedication both to my project, as well as to the multiple social issues his organization addressed.

It wasn't until many years later that I found out that the person, for whom I had so much respect and admiration had been involved in the terrible misfortune that had occurred in his youth. I was very troubled by it -- but as I followed his story -- through his trial, through his years in prison, where he re-vamped their prison library and educational system -- that I understood the depth of his commitment both to the families in South Africa, but also his fellow prisoners. He was, in a deep sense of the word, paying his debt for the crimes he had committed.

Currently, I am the [redacted], previously, I was [redacted]. I have also spent time working with the [redacted]. In my current role, I am assisting in the development of a [redacted]. In the literature on what employers would like to see in our graduates, they often report that our students never learn to fail -- and therefore never learn to recover from that failure. Employers say that this inhibits creativity and initiative, as young employees are risk adverse and when failure happens, as it inevitably does, do not know how to handle it. James Kilgore failed majorly in his choices in his youth. He made a bad choice, and he is deeply aware of that. He has since paid the consequences for that decision. If there is anyone who could tell the story of failure and recovery from that failure -- of paying ones dues, and then some, I feel that it is James Kilgore.

In addition to being an exceptional instructor, grant writer, and author, he also brings a wealth of real world experience from a perspective that is inaccessible to the majority of our students. One of the strengths of this campus is the many internationally-oriented resources we have at our fingertips. However, having resources and knowing how to capitalize on those resources, are two very different matters. There are few on this campus that have such a deep and comprehensive view of the pedagogy and practice that internationalizes. James is one of those rare resources that serve as a catalyst -- or an entry point into our wealth of international. He is the kind of person that can take a student safely through the fears of the unknown and different, to a point of reflective understanding. This is a rare skill, and is no doubt, in some part, the result of his tumultuous journey that brought him here.

In short -- I feel that James Kilgore is a pedagogical treasure that this campus should not waste. Yes, he has done some terrible things. He is not alone. He was caught, he knows it, he has paid for it, has reflected deeply on it and he continues to work to 'pay back' for his transgressions. I urge you to support the recommendations of the review committee chaired by Professor Wheeler and reinstate the employment of James Kilgore this week.

I would be happy to answer any questions that you might have in this regard.

Thank you for your attention.



From: [redacted]
To: Chairman Christopher Kennedy
Cc: Trustee James Montgomery; Wise, Phyllis M
Subject: A Request to Reinstate Dr. James Kilgore
Date: Tuesday, November 11, 2014 12:57:04 PM

Dear Mr. Kennedy,

I write to you today in hopes just one more letter could be the tipping point to move the University of Illinois Board of Trustees to respect and honor the wishes of his departments' leadership; the broader campus and community who know and support him; and of course, your own review committee's recommendations. By all means, please reinstate Dr. James Kilgore to the university.

I am a 30-year community member who has used "this bridge called my back" over these years to secure and sustain authentic campus/community engagement including: serving on an array of campus committees and task forces; collaborating on grants and college initiatives; and serving as adviser, mentor and, along with other [redacted] members, even guinea pig to professors, academic professionals and students.

Beyond its commitment to students, faculty, staff, and the State, the university exists to make the community in which it resides an informed place...an engaging place...a resilient place...a self-determined place...a more democratic place...a restored place...a place of justice...and a stronger place because you are here. That's why we need James Kilgore. For me and significant numbers of community and campus-based citizens, he is the embodiment of these ideals...these goals...these hopes. We know him by his word, deed and example. He uses his intellectual brilliance in concert with his emotional intelligence in honor of the life of the mind, and life on the ground.

I promise you, from where I sit, James Kilgore is a keeper. Isn't that the biggest gift a university has to offer - to defend and hold sacred a space for the exchange of ideas that solve problems, innovate, and make real the promise of participatory democracy? Please join me in this effort to reinstate Dr. James Kilgore.

Respectfully yours,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: the rehiring of James Kilgore
Date: Tuesday, November 11, 2014 12:27:23 PM

To the U of I Board of Trustees,

I am an alumnus of the University of Illinois (class of 60) and The John Hopkins University. I was always proud of both of my degrees and the schools I attended until the firing of James Kilgore. Now I am hearing from my friends on the East Coast and Chicago, as well as family members who had the U of I on their list of schools applied to for 2015 that Illinois has lost its academic freedom and should be shunned.

This reputation will persist for many years unless you do the right thing and listen to the committee you set up to study the matter. They made the recommendation to rehire James Kilgore. Please honor them and all the faculty who are closely related to his performance and restore the integrity of this great university.

Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Restore Professor James Kilgore"s Faculty Appointment
Date: Tuesday, November 11, 2014 11:20:08 AM

I am writing to urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. Academic freedom is an important protection for faculty and students on any campus. As a graduate of a public university I believe it is especially important for our public institutions. Please do the right thing and reinstate Professor Kilgore. His credentials and his evaluations made him the right person for the job when he received the offer from University of Illinois. He is still that same person, your best choice for the hire.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 10:49:14 AM

Dear Mr. Kennedy,

I am writing to express my strong support for James Kilgore, who has made extraordinary contributions to the world of criminal justice reform and is a thought leader on issues of justice nationwide. I hope the Board will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their upcoming meeting.

Academics and advocates nationwide are watching and waiting to see how this case is resolved. It would be a great loss for your university and a set back for the field of criminal justice reform if he is not reinstated.

Respectfully yours,



From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Tuesday, November 11, 2014 10:43:34 AM

Chair Kennedy,

I am writing to urge the University of Illinois Board of Trustees to move on the recommendations of the review committee on the hiring of James Kilgore, chaired by James Montgomery. Specifically, I urge the Board to reinstate the employment of James Kilgore at the upcoming Board meeting this week. On the basis of the thorough investigation, there were no errors, no concerns, and no violations made in the hiring of Mr. Kilgore. His hire was consistent with the hiring practices of the University of Illinois. Mr, Kilgore voluntarily disclosed his prior use of an alias and he was open about his previous criminal convictions. Moreover, he has contributed to the scholarly and education mission and community at Illinois during over his four years of employment thus far.

Given that all of the proper procedures were followed in the hiring of James Kilgore and his substantial contribution to the units he has worked for over the past 4 years and the campus as a whole, I am urging the Board to reinstate Mr. Kilgore's employment at Illinois.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Fwd: Concerned Alumnus
Date: Tuesday, November 11, 2014 10:36:55 AM

---------- Forwarded message ----------
From: [redacted]
Date: Tue, Nov 11, 2014 at 10:33 AM
Subject: Concerned Alumnus
To: [redacted]

Dear Chris Kennedy

I received [redacted] degrees in Music Composition from the University of Illinois at Urbana-Champaign, from which one could infer a certain love for the institution. And it's true: I continue to live near the university and often reflect with gratitude on how the education I received has instilled, along with my musical concerns, a sense of civic concern.

My love for UIUC and civic concern encompasses worrying about unfortunate events and trends when I observe them. The events around the employment of James Kilgore worry me greatly. I initially met him when a mutual friend suggested he discuss with me a novel he was working on. I have also seen him at performances at Krannert Center and Krannert Art Museum with students he was teaching. From my first meeting with him, he was forthright and self-critical about his past. He is, by all reports, an excellent teacher, scholar, and citizen. The sudden, and for all I could see, baseless termination of James Kilgore--and the way it was carried out--was a severe misstep which ought to be corrected lest it become part of a trend.

I think the Board of Trustees would be living up to all I admire in the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their meeting this week.

Thank you,
[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: Reinstate James Kilgore
Date: Tuesday, November 11, 2014 10:21:18 AM

Dear Mr. Kennedy,

I am a graduate student at the University of Illinois and I am writing to encourage the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thank you very much,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate James Kilgore
Date: Tuesday, November 11, 2014 10:17:03 AM

Dear Chairman Kennedy:

I have read the report that Provost Adesida commissioned from faculty on the Urbana campus regarding James Kilgore. I encourage you and the Board to reinstate Dr. Kilgore at your meeting on Thursday.

Dr. Kilgore has served his time, paid his debt to society, and has dedicated his life to peace and justice for the past 42 years.

I ask that you work to reinstate him immediately.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kildore"s reinstatement
Date: Tuesday, November 11, 2014 10:14:20 AM

Dear Chair Kennedy,

I am aware of James Kilgore's many academic contributions to the Urbana-Champaign campus and internationally. By way of this message I am asking you and the rest of the Board of Trustees to follow the recommendations in the report prepared on James Kilgore's situation by Matt Wheeler and others. Please reinstate James in his teaching and research position at the University at your earliest convenience. Thank you for your kind attention to this message.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: reinstate the employment of James Kilgore
Date: Tuesday, November 11, 2014 9:54:53 AM

Dear Christopher G. Kennedy, Chair, University of Illinois Board of Trustees,

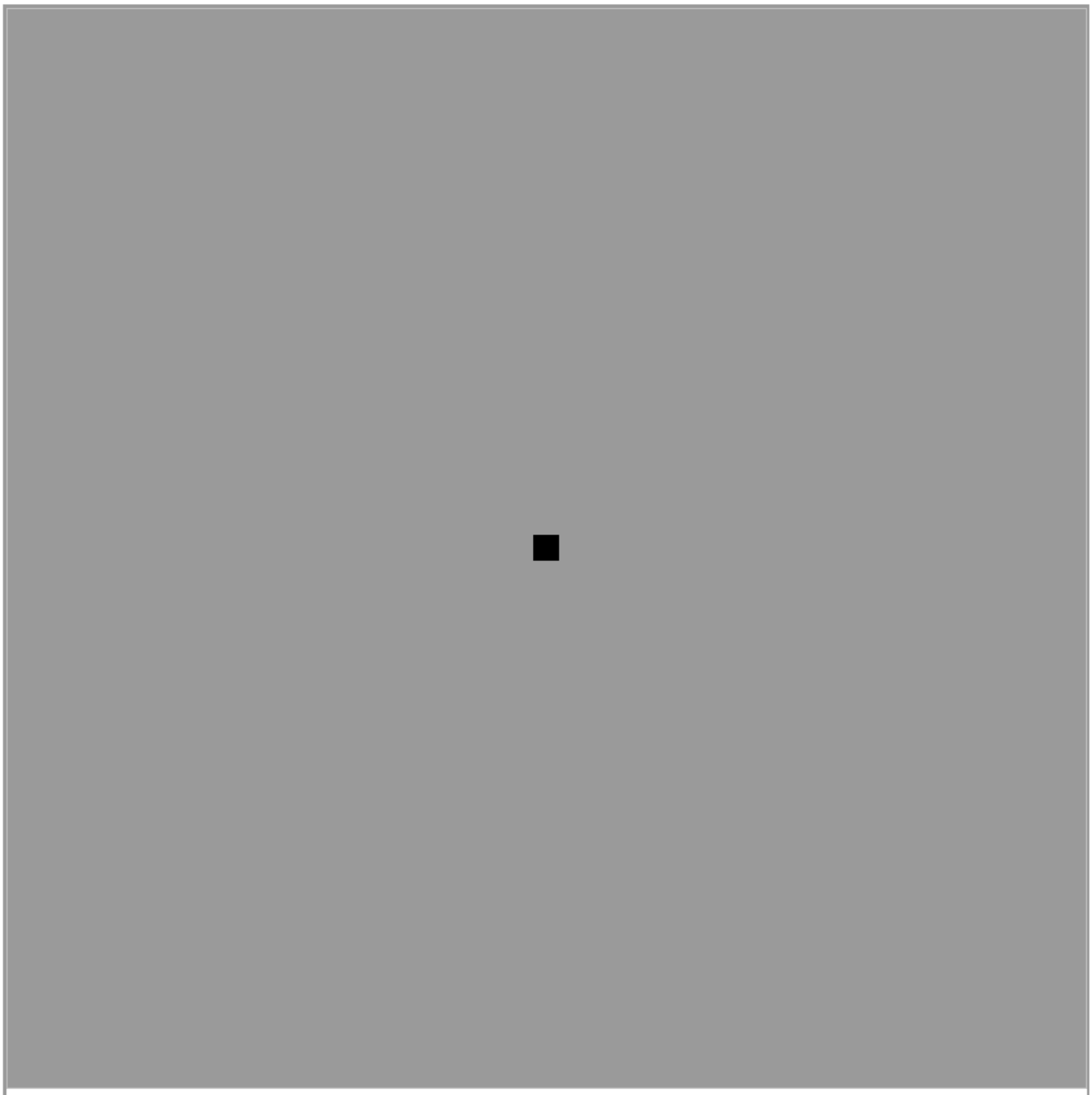
I am writing to ask that you and the rest of the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

As Professor Wheeler's review has demonstrated, James Kilgore is a valuable member of your university community who will continue to provide energy and unique perspectives to your students. I have known James' partner, Professor Teresa Barnes, for over 20 years as we both work in Zimbabwean history. Over these years I have always heard from others of James' stellar teaching and mentoring contributions to the education of university students in Zimbabwe, South Africa, and more recently at the University of Illinois. It would be a shame to lose such a valuable resource at your university simply because of the misrepresentations and ill-feelings from a minority point of view. I therefore support the recommendations of the review committee to have James Kilgore's employment reinstated.

Sincerely,

[redacted]

From: U. of I. News Bureau
To: Wise, Phyllis M
Subject: Illinois in the News
Date: Tuesday, November 11, 2014 9:53:20 AM



Illinois in the News

HEADLINES
Administration - WCBU 89.9 FM (Illinois)
Faculty - The Chicago Sun-Times
Archaeology - Fayetteville Observer (North Carolina)
Human and Community Development - Times of India*
Alumnus - The Post and Courier (South Carolina)
Agricultural and Consumer Economics - Reuters
Social Work - Examiner.com (California)
and
Today's Roundup of Higher Education News

*multiple citations

ADMINISTRATION
WCBU 89.9-FM (Peoria Public Radio, Peoria, Ill., Nov. 10) -- Supporters of former Illinois instructor James Kilgore are calling on the University of Illinois Board of Trustees to consider his employment at their meeting Thursday.
more

FACULTY
The Chicago Sun-Times (Nov. 10) -- President Barack Obama will award the presidential Medal of Freedom to Abner Mikva, the White House announced on Monday, awarding the honor to a Chicagoan who has one of the most unique political resumes around. Mikva has taught law at Illinois, the University of Chicago and Northwestern University. The awards will be presented Nov. 24.
more

ARCHAEOLOGY
Fayetteville Observer (from the Aiken Standard; Fayetteville, N.C., Nov. 10) -- Charleston archaeologist Nicole Isenbarger led a team in 12 days of digging in October at a site known as Pottersville, where slaves and other workers made alkaline-glazed stoneware in the 1800s. During excavations in 2011 and 2013, Illinois researchers found a groundhog kiln that was more than 100 feet long and made other discoveries.
more

HUMAN AND COMMUNITY DEVELOPMENT
Times of India (Nov. 11) -- While highly committed people remember their relationship history accurately, couples in trouble do not, says new research. "When a couple is considering making a lifelong commitment, they have a lot at stake. It is important that they have accurate recollections of how their relationship evolved," says Brian Ogolsky, professor of human and community development at Illinois.
more

Also: Science Daily (Chevy Chase, Md., Nov. 10)
more

ALUMNUS
The Post and Courier (Charleston, S.C., Nov. 10) -- South Carolina Gov. Nikki Haley has tapped a trusted adviser, Illinois alumnus Christian Soura, to manage the state's $7 billion Medicaid program - ensuring that her anti-Obamacare agenda seamlessly transitions from her first term to the next. The 36-year-old Soura holds graduate degrees in political science and public administration from Illinois and Penn State.
more

AGRICULTURAL AND CONSUMER ECONOMICS
Reuters (Nov. 10) -- The 2014 U.S. corn crop, while still a record, will be slightly below recent market expectations according to government data released on Monday, giving a boost to beaten-down corn prices, while soybean production continues to rise. Darrel Good, agricultural market economist at Illinois, says higher demand shown in the report should be constructive to prices over the long term.
more

SOCIAL WORK
Examiner.com (Los Angeles, Calif., Nov. 10) -- Have you ever wanted to volunteer abroad, but didn't know where to start? An organization founded in 2013 is trying to make the whole process easier and turn international volunteers into educated global

citizens at the same time. “From the United States, between 800,000 and 1,100,000 people reported volunteering internationally each year from 2004 to 2012,” says Illinois assistant professor Benjamin Lough, faculty director for international service at the Center for Social Development at Washington University.
more

HIGHER EDUCATION NEWS

U.S. News & World Report (Nov. 11) -- Student veterans tend to choose public universities, with just about 11 percent attending private nonprofit schools, according to data collected by Student Veterans of America, a veterans support organization.
more

Wired (Nov. 11) -- Massive Open Online Courses, or MOOCs, hint at a different model for higher education: a buffet of subjects, taught by some of the world’s brightest instructors, all available on demand. But they’re not the only vision for reinventing college. Sarah Stein Greenberg, executive director of Stanford Design School, shared a handful of concepts for redesigning college, culled from a year-long workshop. Specifically, they look at how to keep the on-campus experience relevant in an age where online learning is becoming increasingly common.
more

The New York Times (from The Chronicle of Higher Education, Nov. 9) -- The higher-education struggles of black men are well chronicled. Over the past 15 years, dozens of colleges have started programs designed specifically to get black men enrolled and help them graduate. So far, they are still significantly outnumbered and outperformed on campus by black women.
more

In the massive California State University system, as at some other universities, new anti-discrimination rules for student groups mean it can no longer be required that the president of the Christian student fellowship is Christian, or that the head of the Muslim association is Muslim, or that the officers of any group buy into the interests and commitments of that group.
more

Today’s Top Stories From the Website of Inside Higher Ed:

* The Digital Games Research Association is under attack by critics who say academe is colluding with the mainstream media to push a feminist agenda in video games.
more

* An accrediting official caught between encouraging experimentation and protecting aid funds proposes a way for new institutions to get access to federal aid without "subterfuge."
more

* Rather than suspend partying at specific Greek chapters after a violation has occurred, some colleges opt for systemwide bans.
more

* The author of a new essay collection discusses the intellectual's role in the era of the

"post-welfare state university."
more

About this email: Illinois in the News is a sampling of citations from regional, state, national and international media. Citations are not drawn from the local media because it is assumed the audience for Illinois in the News has wide access to local newspapers and electronic media. Please pass along Illinois in the News to others you think might find it useful. Some Web links are short-lived by design of the publisher. In most cases, articles are archived on the publisher's website and can be retrieved electronically. Access to some sites may require registration. Some articles may be archived on sites that are fee-based, and some articles may have re-distribution restrictions. In some cases, first-time users of a publisher's website may be asked to register or to subscr be to it. If you have a problem accessing an article, please contact the News Bureau at 333-1085.

News Bureau Home subscribe | unsubscribe to this eNewsletter.

From: [redacted]
To: Wise, Phyllis M
Subject: James Kilgore"s reinstatement
Date: Tuesday, November 11, 2014 9:35:57 AM

Dear Chancellor Wise--

I hope that you will follow Dr. Wheeler's committee's recommendations and reinstate James Kilgore to his position at U of I. I am a [redacted], and this is very important to them.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 8:30:15 AM

Dear Mr Kennedy,

I am writing as a concerned citizen and grandson of a UIUC grad to ask that you support the recommendations of the review committee and reinstate James Kilgore.

As you no doubt know, Mr Kilgore has been completely honest about his personal history during the entirety of his employment at UIUC, and, by all accounts, entirely successful not only as an educator but as an office worker, grant-writer, and community member.

As you also no doubt know, the last few months has seen the Board of UIUC gravely jeopardize that institutions' credibility as a serious academic institution, instead putting forward quite convincing evidence that it is a mere plaything for powerful right-wing donors.

You have a chance to make that an unfortunate misimpression: reinstate James Kilgore today.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Tuesday, November 11, 2014 8:23:06 AM

As a community member, and alumna of the University of Illinois, I urge you to reinstate James Kilgore to his teaching position. He is a qualified, ethical, committed member of our community who should not have been dismissed.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: honoring the findings of the review committee charged with evaluating the Kilgore case
Date: Tuesday, November 11, 2014 7:52:25 AM

Dear Mr. Kennedy,

As you know, the committee chaired by Professor Matthew Wheeler has issued a formal report on the case of Dr. James Kilgore, and this report recommends that the Board of Trustees reinstate Dr. Kilgore, who was summarily removed from his teaching post at the University of Illinois at the Board's behest. I write to urge you to heed and honor the recommendations of this duly-charged faculty committee. Our university cannot continue to function if the considered judgments of its faculty are not respected and acted upon.

Yours sincerely,



From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Letter of support for James Kilgore
Date: Tuesday, November 11, 2014 7:46:14 AM

Dear Christopher Kennedy,

I am writing to urge you to please consider re-instating James Kilgore at you're upcoming meeting. I have known Kilgore for seven years and he does exemplary work. The United States has 65 million individuals with past criminal convictions, and individuals such as Kilgore are a model of what it means to be rehabilitated and integrated into lawful society. Please do not deny him and his family the opportunity to stay on the right path by denying him employment on the basis of his past actions for which he has already served his debt to society.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Tuesday, November 11, 2014 6:42:59 AM

Dear Sir, good morning,

We have known the case of James Kilgore,

I Demand that the Board support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Tuesday, November 11, 2014 6:30:24 AM

Dear Chris Kennedy

In the interests of justice, objectivity and the credibility of the University of Illinois as a progressive and fair institution, I hereby add my voice to the many people internationally who are deeply disturbed by the firing of James Kilgore. I urge the Board of Trustees to endorse the recommendations of the Review Committee headed by Prof Matthew Wheeler to reinstate him forthwith, and to end this discrimination. It is not acceptable in any just society or institution to continue to punish someone who has already been punished and paid their dues, and to block him from contr buting further to that society through his professional skills and commitment.

Yours sincerely

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Your moment in time
Date: Tuesday, November 11, 2014 6:22:15 AM

If, in your youth, you ever did ANYTHING that you later came to very much regret; ...if you've found yourself involved in activities that you thought were going one way but quickly got out of control; ...if you have ever had a moment when you looked at anything and said to yourself, "There but for the Grace of God go I," then I respectfully request that you think long and hard about your judgement of Dr. Kilgore and his situation. Society's investment in getting those who do wrong to repent is wasted and hollow if they must repay and repay ...forever, no matter how much they re-educate themselves, mature and give back. Consider when you approach the end of your life and look back, will your action taken here be yet another regret.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: james kilgore
Date: Tuesday, November 11, 2014 5:35:52 AM

Dear Mr Kennedy,

As an [redacted], I write to urge the Board of Trustees to support the recommendations of the review committee
chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate the employment of James Kilgore
Date: Tuesday, November 11, 2014 5:11:56 AM

Dear Christopher Kennedy (Chair) and the entire University of Illinois Board of Trustees,

I am writing to strongly urge the Board to support the recommendations of the Review Committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

I have known Dr. Kilgore since he was resident in South Africa for many years engaging in important educational work with various workers, communities and civil society organisations. He is an excellent teacher/scholar and someone committed to quality education. Besides that though, he is a man of conscience and principle and would be an asset to any University the world over.

The academic staff and students at the University of Illinois, as well as the surrounding community, will continue to benefit from his presence at the University.

Yours sincerely,

[redacted]

From: Leonard Gentle
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstatement of James Kilgore
Date: Tuesday, November 11, 2014 3:03:51 AM

The Chair of the University of Illinois
Attention: Chris Kennedy,

On behalf of the International Labour Research and Information Group (ILRIG) we ask your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Regards
Leonard Gentle

From: [redacted]
To: [redacted] [redacted] Wise, Phyllis M
Subject: James Kilgore"s employment
Date: Tuesday, November 11, 2014 2:58:52 AM

Dear Chairman Kennedy, Members of the University of Illinois Board of Trustees, and Chancellor Wise,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and
our University has greatly benefited from his contribution.

Thank you very much for your consideration.
Sincerely,

[redacted]

From: [redacted]
To: [redacted] Wise, Phyllis M
Cc: [redacted]
Subject: Employment of James Kilgore at the University of Illinois
Date: Tuesday, November 11, 2014 2:48:04 AM

Dear Chancellor Wise, Chairman Kennedy and Members of the University of Illinois Board of Trustees,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and our University has greatly benefited from his contribution.
Thank you very much for your consideration.
Sincerely,

[redacted]

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 11:32:35 PM

Dear Christopher G. Kennedy, Chair,
University of Illinois Board of Trustees

In light of the positive recommendation of the review committee to fully reinstate James Kilgore, I urge you to affirm the committee's work and restore him to his previously agreed-upon employment with the University of Illinois. I met James Kilgore in connection with his writing, and I know him to be—without hyperbole—a brilliant, open-minded, and conscientious scholar, teacher, and author whose ongoing work with the University would surely be of great benefit to students, as well as faculty and the entire community. Further, as a Jew who for many years has been deeply dismayed by and strongly opposed to the policies and practices of the Israeli government and military (and there are many more of us now) I would hope that the University, in reinstating James Kilgore, would do so in recognition of the precious rights of free speech that should be at the heart of the modern University. As a [redacted], I must note that the 50th anniversary of the historic Free Speech Movement (FSM) was recently celebrated—events that had a profound national and international impact. I look forward to hearing positive news from you and your colleagues and thank you for your careful consideration. Sincerely, [redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 11:12:55 PM
Importance: High

Good might Mr. Kennedy:

I hope this email finds you well. I am writing to request that you honor the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. It's not only the honorable thing to do, but this gesture will help to bring peace to a campus that is wounded and divided. It is my prayer and hope that the Board of Trustees will make the right decision on November 11th.

To that end, I leave with the following: “When the choice is to be right or to be kind, always make the choice that brings peace.” Wayne Dyer.

[redacted]

From: [redacted]
To: [redacted] Wise, Phyllis M
Subject: Upcoming Board of Trustees meeting
Date: Monday, November 10, 2014 11:12:35 PM

Dear Christopher Kennedy, James Montgomery and Chancellor Wise,

I am [redacted]

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your next meeting for three reasons:

1. Discriminating against an employee in the City of Urbana based on felony conviction is against the Urbana's Human Right Ordinance.

2. Reinstating James Kilgore would re-instill confidence in the academic process at the UI and help to lift the chill that is causing reputable faculty members to consider relocating to other universities.

3. James Kilgore is an incredible asset to the local and campus community. I know James personally - [redacted] As he has testified, James deeply regrets mistakes he made as a young person, served his time, and has transformed his life.

I have lived in this community [redacted]. I know Champaign Urbana and can attest that the dominant sentiment is that James Kilgore is not the threat you assert he is and should be reinstated.

best,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore at the University of Illinois
Date: Monday, November 10, 2014 10:34:32 PM

Dear Chris Kennedy,

I hope this email finds you well. I know James Kilgore well, [redacted] As the Chair of the University of Illinois, you sit in a position that welds great power. With that power comes great responsibility to preserve the academic integrity of the University of Illinois. Whatever the political views of James Kilgore, he has honestly and capably served the academic community of the University of Illinois. I know you and many other administrators have received hundreds of emails and letters attesting to the integrity, professionalism and meaningful contributions to the University. I ask you to put aside vindictive and baseless attacks on James and focus on the recommendations provided to you by Professor Matthew Wheeler and the the institutional review processes of the University. These processes are intended to protect academic freedom and the policies of the University and should play a major role in your finding. This is an important decision and I hope that your judgement will support the principles of academic freedom and the integrity that are woven in the fabric of the University of Illinois.

Thanks and stay well,
[redacted]

From: [redacted]
To: Chris Kennedy; [redacted] Wise, Phyllis M
Subject: the re-instatement of James Kilgore
Date: Monday, November 10, 2014 10:32:20 PM

To: Board of Trustees Chair Christopher G. Kennedy, Board of Trustees Member James Montgomery, and Chancellor Phyllis Wise

This message is in regard to the employment status of James Kilgore. I urge the Board of Trustees to recommend the re-instatement of Dr. Kilgore at your meeting this week.

In support of this position, I would like to underscore the findings of the committee, established by Provost Adesida to review the "hiring processes that were used by the Urbana campus, and relevant campus units, for the prior and current employment appointments of James Kilgore." The committee found that (a) no errors were made, (b) no corners were cut, and (c) no policies were violated in hiring Dr. Kilgore over these past four years. In light of these findings, the committee has called upon the University to re-instate Dr. Kilgore.

I urge the Board of Trustees to take the following four steps:

1. Follow the recommendations of the committee and reinstate Dr. Kilgore immediately;
2. Issue a public statement commending the review committee for its work and findings;
3. Refrain from further interference in the hiring decisions made by executive officers and Deans;
4. Recognize the authority of campus administration to carry out their designated duties and responsibilities, and remember that the University Statues indicate that the Board of Trustees should set policies and secure funding for the University.

Thank you for considering this recommendation.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Kilgore
Date: Monday, November 10, 2014 10:18:18 PM

Dear Chris, Phyllis, James,

I do support the reinstatement recommendation. I know it is a hard thing to do from the 'appearances' point of view, but I am very much a believer in rehabilitation.

I have my own story of a [redacted] when he encountered a problem with the law. After his experience, he was a better citizen than most of us. As people age, and learn from their mistakes, they can be valuable contributors to society - and to campus - even if they had a checkered past that attracts newspaper coverage. If a university, center of progressive thinking, isn't going to give them the chance, who will?

Best regards,
Martin

[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: Please reinstate James Kilgore
Date: Monday, November 10, 2014 10:05:53 PM

Dear Chairman Chris Kennedy, and Fellow Board of Trustee Members, University of Illinois

We understand the recommendation to reinstate James Kilgore has been offered by the review committee, regarding, as chaired by Professor Matthew Wheeler. As a member of the local community who has been impressed by James Kilgore for his stalwart compassion and commitment for our community and fellow man, and women,and commitment for clarity in educating others, I plead with you to take the step to reinstate James Kilgore, at your meeting this week. He is a great asset to our region, and we hope he will be given opportunity to prove his value to the University, again.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: In Support of Reinstating James Kilgore
Date: Monday, November 10, 2014 10:00:40 PM

Dear Mr. Kennedy:

Greetings. My name is [redacted]. I am [redacted] at the UI. I truly love working and teaching at the University. However, I was deeply troubled by the University's decision last spring not to rehire James Kilgore as a researcher in the Center for African Studies. Kilgore is a brilliant thinker, who has paid his debt to society and has enhanced the intellectual life of the University and the Champaign-Urbana community. Like thousands of people on campus and around the world, I interpreted Kilgore's termination as a politically motivated decision. It seems to me that the University can ill afford another high-profile case involving the violation of academic freedom and faculty governance.

The Kilgore affair also contains important racial implications. Although he is white, Kilgore's appointment was in the Center for African Studies. His teaching and community work focuses on issues of racial justice locally and globally. Given this, many faculty, students, and staff of color on campus view Kilgore's dismissal as an attack against the intellectual mission and integrity of the Center for African Studies in particular and Ethnic Studies/Gender and Women's Studies in general. Indeed, Kilgore's dismissal has contributed to a worsening racial climate on campus.

In closing, I ask that the Board of Trustees follow the recommendations of the review committee and rehire Kilgore immediately. His rehiring will help to begin the healing process that this University so desperately needs. Thank you in advance for your consideration.

Sincerely,

[redacted]

[redacted]



From: [redacted]
To: "[redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please Reinstate Kilgore
Date: Monday, November 10, 2014 9:35:54 PM

Dear Mr. Christopher G. Kennedy,

I am writing to ask that as the Chair of the University of Illinois' Board of Trustees you help reinstate James Kilgore as adjunct professor of global studies and urban planning at UIUC.

Mr. Kilgore has made mistakes in his youth, but has served his term and has acted as a model citizen ever since. He is a good scholar and teacher and has been contributing tremendously to our campus.

He has done nothing wrong since joining the University community to deserve the punishment of dismissal. On the contrary, he has tried to serve the community actively and positively.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Wheeler report on James Kilgore
Date: Monday, November 10, 2014 8:14:32 PM

Dear Chairman Kennedy,

I urge the Board of Trustees to accept the recommendations of the Wheeler Report and to reinstate James Kilgore. The report clearly shows that no errors were made in the hiring of Mr.Kilgore and that there was no justification for firing him.
Accepting its recommendations will not only right a wrong but will serve as a much-needed reminder that the Board of Trustees
is committed to defending the core principles of a university against the fickle winds of outside influence.

Sincerely,

[redacted]

From: [redacted]
Cc: Wise, Phyllis M
Subject: Please reinstate the employment of James Kilgore
Date: Monday, November 10, 2014 8:08:28 PM

Dear Mr. Kennedy,

I am writing to ask you to support the recommendations of the review committee chaired by Professor Matthew Wheeler regarding the reinstatement of James Kilgore at the University of Illinois.

This decision should be made based on Mr Kilgore's performance at the University and not on the pressure from sensationalist media and on his background. Mr Kilgore has proved what a positive asset he can be to the University and to society.

Please make the right decision; everyone deserves a second chance.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Regarding James Kilgore"s Employment
Date: Monday, November 10, 2014 7:00:41 PM

Dear Chairman Kennedy,

After reviewing the recommendations of the review committee chaired by Matthew Wheeler, it is evident that the Board of trustees should allow whichever department is interested in employing Mr. Kilgore to proceed.
It is apparent that Mr. Kilgore has a rich experiential background, which when coupled with his subject knowledge and methods of presentation can only enhance a students educational experience.

Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 6:10:19 PM

Dear Mr. Kennedy,

I am an employee and alumna of the University of Illinois, and I am writing to voice my support of reinstating James Kilgore's employment, in keeping with the findings of the Hiring Process Review Committee Report of August of this year. The bottom line of this report is that James Kilgore was hired in accordance with University policies, and that he has been an exceptional employee of the University.

It would be grossly irresponsible of the University's administration not to reinstate James Kilgore in light of this report. Not to reinstate Mr. Kilgore is to show this campus and the academic community at large that the University of Illinois does not follow its own policies, protect the rights of its faculty, or care about its own integrity as a learning institution.

I have always been proud to be an alumna and member of the University of Illinois community, but lately I am deeply disappointed and disturbed by the administration's logic and decision making. It is truly a shame that the reputation of this University would be blemished by these controversies, despite the excellent works and remarkable innovations of its faculty, staff, and students. It is in the Board's power, and it is its responsibility, to repair the damage.

Furthermore, I believe that supporting the dreams and accomplishments of formerly incarcerated scholars is entirely in line with the University's mission of public service, stewardship, and inclusivity. To bar qualified and dedicated scholars like Mr. Kilgore, who has paid the time to atone for his actions and is combating mass incarceration with education and community engagement, from employment or attendance at Illinois would be a cynical betrayal of the University's values.

I sincerely hope you will follow the recommendations of the committee and remind the academic community of how great of an institution Illinois is and can be.

Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 5:21:10 PM

Dear Chairman Kennedy,

I was a [redacted]d when Patty Hearst was kidnapped, about [redacted] miles away from where I lived, and I remember the uncertainty of those times quite vividly. I am also a friend of James Kilgore. I have spoken to him at length about what he did and have also gotten a sense of the sort of person he is today. I am convinced that he has truly become a better (and remarkable) person, and I am also convinced that his presence on the staff of our Campus is a tremendous asset.

I respectfully urge that you follow the suggestions of the Wheeler Committee and reinstate him to his previous position. This will not only make us a stronger University, but it will also help heal some of the rancor and bad feelings of the last few months.

For purposes of identification, [redacted]

Sincerely yours,
[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: James Kilgore
Date: Monday, November 10, 2014 4:51:01 PM

Dear Chair Kennedy,

I have known James Kilgore as a friend and colleague. I urge you to endorse the recent report so that he can be rehired at the University as soon as possible.

Thank you for your consideration,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate the employment of James Kilgore
Date: Monday, November 10, 2014 4:40:36 PM

Dear Board Members Kennedy and Montgomery, and Chancellor Wise,

It is my understanding that Mr. Kilgore has not only renounced his past, but gone to great lengths to actively and energetically work for causes of peace and justice. His work at the University has been praised as exemplary. Dismissing the recommendations of the review committee would not only be an insult to the faculty here, but a waste of a hardworking and effective asset at the University. Please don't endorse the view that there is no such thing as rehabilitation in an effort to appease conservative members of the community.

Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Support the recommendations in the "Hiring Processes Review Committee Report"
Date: Monday, November 10, 2014 4:32:26 PM

Dear Chair Christopher Kennedy,

My name is [redacted]

The committee submitted their report to the Provost in August 2014. I support the rigor and comprehensive nature of the committee's work and their report. I also support their conclusions with respect to Dr. Kilgore's future employment at the University of Illinois.

As the committee report has shown, the Center for African Studies[redacted], as well as the other units which employed Dr. Kilgore, followed "the accepted policies and practices in place at the time of his various appointments." I also concur with the findings that Dr. Kilgore has been a "successful employee and has contributed to the scholarly and educational missions of the campus."

We hope that the Board of Trustees will follow the findings and recommendations of the committee, which the Provost concurs with, and that Dr. James Kilgore "be allowed to continue to be employed by the University." He is a[redacted]

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: recommendations of review committee chaired by Professor Matthew Wheeler
Date: Monday, November 10, 2014 4:04:52 PM

University of Illinois Board

Dear Chris Kennedy,

I urge your board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours truly,



From: [redacted]
To: Wise, Phyllis M
Subject: James Kilgore reinstatement
Date: Monday, November 10, 2014 4:01:31 PM

I urge you to please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the Board's meeting this week.

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstatement of James Kilgore
Date: Monday, November 10, 2014 3:53:01 PM

Dear Chris,

I am making a long-distance plea from Cape Town to request your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Best regards,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please reinstate James Kilgore
Date: Monday, November 10, 2014 3:51:28 PM

Trustees Kennedy and Montgomery, and Chancellor Wise,

I respectfully wish to express support for the reinstatement of James Kilgore as an adjunct professor at UIUC. I am [redacted], two groups that James continues to work with to use his experiences to improve people's lives in this area. He is a recognized scholar and an acclaimed teacher, as well as a tireless fighter for social justice.

Thank you for your time,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please reinstate James Kilgore
Date: Monday, November 10, 2014 3:34:06 PM

Dear Christopher G. Kennedy,

I write to urge you to reinstate James Kilgore, as his dehiring did seemed motivated by interests outside academic concerns.

After what I regard as the shameful taking away of Prof Salaita's position, likewise for reasons independent of his academic credentials, I think UI would only increase its bad reputation if James Kilgore were not reinstated.

Kind regards,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 3:32:08 PM

Dear Mr Kennedy,

I am writing to ask that you follow the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the University of Illinois.

It is quite shocking to hear that this establishment has bowed to political pressure and gone back on the terms of its contract with James Kilgore. One would expect the highest ethical posture from a third level educational institution. Anything else is reason for disappointment and cynicism regarding the university.

Yours sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Request for reinstatement of Mr. Kilgore
Date: Monday, November 10, 2014 3:19:24 PM

Nov. 10, 2014

Dear Board of Trustees Chair Kennedy,

A University can encourage free inquiry and social improvement. However, a university's adherence to policy of "endless punishment" hinders rather than encourages that inquiry. Please reinstate Mr. Kilgore's status as instructor, as recommended by the review board.

Sincerely,

[redacted]

cc: Board member James Montgomery and Chancellor Phyllis Wise

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 3:19:04 PM

Dear Esteemed Chair

I implore you herewith to reinstate James Kilgore. I know him personally as an excellent educator and researcher [redacted]. He made an invaluable contribution to many student and community members' education and the quest for Social Justice.

Please ignore previous email sent in error.

Best Regards

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: please reinstate James Kilgore
Date: Monday, November 10, 2014 3:12:52 PM

Dear Christopher Kennedy,

I write to strongly support the recommendation of the review committee chaired by Professor Matthew Wheeler, to reinstate the employment of James Kilgore.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Comment concerning Board action on James Kilgore
Date: Monday, November 10, 2014 2:51:40 PM

Dear Chairman Kennedy,

I am contacting you in reference to the Board of Trustees' consideration of the reinstatement of James Kilgore with the University of Illinois.

I serve as [redacted]

I am [redacted]

I am also [redacted].

It is people like James Kilgore who serve as an inspiration to people like me [redacted] round 630,000 prisoners are released annually, and according to the most recent Department of Justice study around 67% recidivate within three years.

That is not surprising, as it is extremely hard for prisoners to reassimilate into society given the difficulty of finding a job and housing, and having to cope with the stigma of a criminal record – even after the term of punishment imposed by a judge or jury has been fully served long ago.

When prisoners rehabilitate themselves and stay out of prison, they often do so in spite of the system rather than because of it, and they do so with the hope they one day can put their past behind them.

The University's decision to terminate Mr. Kilgore's employment, however, demonstrates the

futility and fallacy of that hope.

Whereas Mr. Kilgore's success as a rehabilitated ex-felon serves as an inspiration for people who are currently incarcerated and those who have been released, the University's decision to terminate his employment based on reports detailing his criminal past -- a past that was fully disclosed -- serves as a reminder that for some people and institutions, rehabilitation is meaningless, the punishment of a criminal conviction will never end and ex-offenders can never escape their past no matter how long ago their offenses occurred.

I trust you will agree that this sends the wrong message, and I therefore urge you to reinstate Mr. Kilgore's employment with the University.

In closing, please consider if the late Nelson Mandela had taught at your school and was the subject of news reports similar to those involving Mr. Kilgore. After all, Mandela, a former prisoner who served 27 years, advocated for the armed overthrow of his government. Amnesty International refused to consider him a prisoner of conscience for that reason; he was labeled a terrorist both by the apartheid South African government and by the U.S. (indeed, he was placed on the U.S. terrorist watch list). Given his past criminal history, would the University have terminated Mandela's employment simply due to criticisms in the press about his past criminal (indeed, terroristic) record? Or would it have taken a principled stand to support a valued member of its faculty who had overcome his past bad acts committed decades ago?

Thank you for your time and attention in this regard;



From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Date: Monday, November 10, 2014 2:51:35 PM

Dear Christopher Kennedy,
As someone who deeply admired and was heavily influenced by Robert Kennedy, I urge you to support the Review Committee's report on the rehiring of James Kilgore. He is an extraordinary teacher both at the University and in the larger community . He certainly committed a terrible crime, but has paid his price to society.
Respectfully submitted,
[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: University of Illinois, BOT -Kilgore
Date: Monday, November 10, 2014 2:41:25 PM

Christopher G. Kennedy, Chair,
University of Illinois Board of Trustees

Dear Mr. Kennedy:

As [redacted], I would urge to Board of Trusties not to interfere with faculty assessments of scholarly and teaching competence or with their decisions on hiring, and to support the recommendations of the review committee chaired by Professor Matthew Wheeler for reinstatement of the employment of James Kilgore at their meeting this week.

Very Truly yours,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: RE: James Kilgore
Date: Monday, November 10, 2014 2:39:27 PM

11/10/14

Dear Mr Kennedy,

I would like to voice my opinion that the Board of Trustees of the University of Illinois should support the recommendation of the review committee chaired by Professor Matthew Wheeler to reinstate the employment of James Kilgore.
To do otherwise would further inflame an already extremely contentious issue of shared governance on this campus.

Thank you very much.

[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; President Easter; [redacted]
Subject: Kilgore case
Date: Monday, November 10, 2014 2:37:10 PM

Dear Mr. Kennedy,

I write to request that the Board of Trustees agree with the recommendations of the review committee that was chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at you meeting this week. I believe the termination of Kilgore's appointment was a violation of his rights and a serious mis-step by the provost. This is an opportunity for you and the Board to set this matter aright. I hope you will do the right thing.

Sincerely

[redacted]

From: Chris Kennedy
To: [redacted]
Cc: <[redacted] Wise, Phyllis M
Subject: Re: Please approve Wheeler"s report
Date: Monday, November 10, 2014 2:33:53 PM

[redacted]

Thanks for this

I am a [redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] edu> wrote:
>
> Hi Chairman Kennedy,
>
> I'm [redacted] and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.
>
> I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.
>
> Thanks,
>
> [redacted]
>
>
> [redacted]
>
>
>

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore reinstatement
Date: Monday, November 10, 2014 2:32:25 PM

Dear Mr Kennedy

In the interests of equality and fair employment opportunity to all, I implore you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. His reinstatement would be a significantly positive and just move by the University of Illinois.

Yours sincerely,
[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: James Kilgore
Date: Monday, November 10, 2014 2:22:36 PM

Dear Mr. Kennedy,

I add my voice in urging you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. I hope my message is brief enough.

Best regards,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: U of I Board of Trustees
Date: Monday, November 10, 2014 2:19:47 PM

Dear Sir/ Madam

My name is [redacted]. I knew James Kilgore [redacted]. He dedicated his time in the pursuance of social justice for very many people in South Africa and beyond. I urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours sincerely

[redacted]

[redacted]

From: [redacted]
To: [redacted] [redacted] Wise, Phyllis M
Subject: JAMES KILGORE RE-INSTATEMENT
Date: Monday, November 10, 2014 2:17:00 PM

Mr. Kennedy,

A note of support for the re-instatement of Dr. James Kilgore. I urge you and the Board of Trustees to do the right thing and many will applaud you for a correction that is legally and morally in line with your institution. You have an opportunity to be leaders. Please step up and lead in the way we always urge our students to do. They are watching.

Thank you. I look forward to celebrating your decision.

All the Best,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Board of Trustees vote on employment of James Kilgore
Date: Monday, November 10, 2014 2:10:08 PM

Dear Mr. Kennedy,

I write to urge you and the Board of Trustees to follow the recommendations of the review committee chaired by Professor Matthew Wheeler and support the reappointment of James Kilgore at the University of Illinois at Urbana-Champaign. Mr. Kilgore has served time for his criminal convictions, and has repeatedly indicated his remorse for the actions that led to his convictions. He has demonstrated a strong commitment to teaching in his appointments on our campus. Professor Wheeler's committee writes, and I quote:

"Finally, the committee does not support a blanket or permanent exclusion of employment for Mr. Kilgore. The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus in the academic hourly and visiting specialized faculty positions that he has held over the last four years."

I hope that the Board will consider the report carefully and vote in favor of reinstating Mr. Kilgore.

Sincerely,

[redacted]

From: [redacted]
To: [redacted] Wise, Phyllis M
Subject: Reinstate the employment of James Kilgore
Date: Monday, November 10, 2014 2:08:50 PM

Dear Christopher Kennedy, James Montgomery and Phyllis Wise,

As an Alumni of the University of Illinois Urbana Champaign (UIUC), I urge you to immediately reinstate the employment of James Kilgore. The report by the Hiring Processes Review Committee clearly finds that Mr. Kilgore's employment was terminated unfairly. 2014 has been an embarrassing year for the UIUC in regards to academic freedom. Please end the year by doing what is right - rehire Mr. Kilgore immediately.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 2:00:27 PM

Dear Mr. Kennedy,

After our transition to democracy in 1994, we, the victims of Apartheid in South Africa, held a Truth and Reconciliation Commission. While there were many issues that were not addressed, one of the outcomes was that we forgave a number of government officials and members of the police and military for their unspeakable crimes against us. The wounds inflicted during the Apartheid era still fester but we staved off a bloodbath.

Surely, your Board can find a route to reconciliation for any criminal act James Kilgore may have committed during your country's period of racial segregation.

I urge you to accept the recommendations of the review committee chaired by Professor Mathew Wheeler.

Yours truly,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 1:55:47 PM

Dear Chair,

I am asking the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. Thank you very much.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please approve Wheeler"s report
Date: Monday, November 10, 2014 1:44:11 PM

Hi Chairman Kennedy,

I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Thanks,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Hiring Processes Review Committee Report
Date: Monday, November 10, 2014 1:43:51 PM

Chair Kennedy,

I understand that the Board of Trustees will be considering the recommendations of the Hiring Processes Review Committee Report, which was prepared at the request of the Provost. The committee performed a thorough review of the hiring processes used by four different campus units to hire James Kilgore, and they meticulously documented each of several hiring decisions. They found that "the hiring officials did not violate any university or campus policies or procedures when hiring Mr. Kilgore." They then conclude"that Mr. Kilgore be allowed to continue to be employed by the university…"

I request that the Board follow the recommendations of this committee and allow Mr. Kilgore to continue his university employment.

Regarding general campus hiring policy, the committee also recommended that "the campus develop a criminal background check policy" for new hires. This is a sound recommendation, to prevent confusion around such situations in the future. In the case of Mr. Kilgore, despite there being no such campus background check policy at the time, the report documents that, in fact, an appropriate assessment was done in virtually all of the hiring decisions regarding Mr. Kilgore. There is no sound reason for the Board to continue to bar Mr. Kilgore's employment by campus units who wish to do so, in accordance with campus policies.

[redacted]

[redacted]

From: [redacted]
To: [redacted] [redacted] Wise, Phyllis M; James Kilgore
Subject: Request to reinstate James Kilgore
Date: Monday, November 10, 2014 1:28:22 PM

Dear Sir,

I received my PhD from UIUC in 2012. I am writing to ask you to please reinstate the employment of James Kilgore. I know him personally and professionally, as I have [redacted]. His work was invaluable, as many of the students remarked how helpful his services and teachings were. I also know James [redacted]. I have taken the knowledge James has passed onto me and have incorporated it into my own work [redacted] I have spoken with James personally about his criminal record and I have no doubt in my mind James has changed his views on how to achieve social justice. People change. We all make mistakes and we all go through a process of self-reflection. James is a peaceful, compassionate, intelligent, and kind man who does not deserve to lose his job because of a past record. He has done his time, he has worked hard to re-engage with society, and he deserves to not be stripped of a job he loves and is very good at. Students, the CU community, and faculty all benefit from James' contributions. I sincerely hope you take my email seriously and put into action my request. Please don't hesitate to contact me if you have any questions.

Sincerely,

[redacted]

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstatement of James Kilgore
Date: Monday, November 10, 2014 1:26:31 PM

Dear Mr Kennedy,

I write to you from Johannesburg, South Africa, in order to add my voice to those of the many others whom I know are also writing to you at this time. Like those many others, I write to ask that you support the recommendations of the Wheeler review committee regarding the reinstatement of James Kilgore to employment at UIUC.

It must be unnecessary to recount here James' accomplishments and accolades, his teaching record, and the high esteem in which he is held by people in the US, South Africa and elsewhere. Having familiarised myself with details and events surrounding his termination, I am compelled to conclude that he became the victim of either tawdry political opportunism or childish ideological fears. Perhaps both. In any case, this unfortunate episode reflects poorly on the institution over which you preside, and on the cultural milieu that continues to produce such witch-hunts.

It is my understanding that the Board holds the power to reverse the embarrassing injustice that has been done, and to reinstate James. For his sake, for the sake of UIUC, and for the sake of a courageous example that may resonate far beyond the institution, I hope that you will do so.

With my best wishes for an edifying outcome,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Re: Urgent: Email U of I Board and Chancellor about James Kilgore"s employment
Date: Monday, November 10, 2014 1:24:38 PM

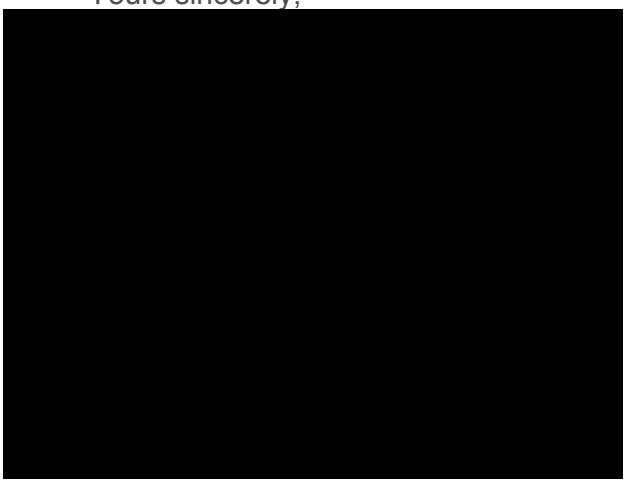
I hope you and the Board of Trustees will follow the recommendations of the University committee and chaired by Matt Wheeler and reinstate the employment of James Kilgore. -
[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Dr James Kilgore
Date: Monday, November 10, 2014 1:21:02 PM

Dear Mr Kennedy,

I am writing to request the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler to reinstate Dr James Kilgore. I am acquainted with Dr Kilgore's history and his work. In my understanding natural law demands that someone who has served a sentence for a crime should return to society as a citizen with the same rights as any other. It seems self-evident then that Dr Kilgore should enjoy fair treatment, especially by a group of leaders of an academic institution.

Yours sincerely,



From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 1:18:09 PM

Dear Chairman Kennedy:

Like most of my colleageus, I hope you will act positively on the recommendatoins of the committee that recently reviewed the board's actions with regard to James Kilgore. If the reports of this report are correct, it properly calls for a policy that will enable the university to hire people like Kilgore who have served their sentences and have valuable skills to provide.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: RE: Report on James Kilgore
Date: Monday, November 10, 2014 1:15:54 PM

Dear Chairman Kennedy,

Now that the Provost's Committee on the employment status of James Kilgore has issued its report, I urge you and the Board of Trustees to accept and follow the recommendations of the Committee concerning Mr. Kilgore, and to support the Provost.

I am optimistic that you and the Board will do the right thing.

Sincerely,

[redacted]

From: [redacted]
To: [redacted] Wise, Phyllis M
Subject: Support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore
Date: Monday, November 10, 2014 1:14:55 PM

Hello University of Illinois Board of Trustee Members,

I am writing today to ask that you support the recommendations of the Hiring Process Review Committee regarding James Kilgore and reinstate his employment. As the committee has found, there was no violation of policy during the hiring process of James Kilgore and he has been an asset to the University over his past 4 years of employment here.

Furthermore, to not support the recommendations of the committee and to continue to deny James Kilgore employment would further strengthen claims against academic freedom and for discrimination at the University of Illinois, positions I am sure the board would aim to correct.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 1:09:43 PM

Dear Chris Kennedy,

I write urging you to strongly consider reinstating Professor James Kilgore to his position. As someone who has served his time, James Kilgore represents the possibility for rehabilitation within our criminal justice system. The review committee chaired by Professor Wheeler supports Professor Kilgore's reinstatement, and I believe it is the just thing to do.

Thank you for your time, and all best,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore!
Date: Monday, November 10, 2014 1:08:45 PM

Dear Chris Kennedy,

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Sincerely,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Please reinstate James Kilgore as per the review committee recommendation
Date: Monday, November 10, 2014 1:05:06 PM

Dear Chris Kennedy,

I'm writing as someone who has edited James Kilgore's work in the past to urge you to reinstate him to his former teaching position. He has hidden neither his past record nor his remorse.

In a democratic society, the purpose of prison should not be revenge but reformation. The James Kilgore of today is not the same person he was at the time of the crime and should not be treated as if he were.

His politics at the time were antithetical to everything I believe in, but they have changed, and he should no longer be judged by them.

Thank you for your consideration,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 1:00:49 PM

Dear Chancellor Wise,

After what has been a year that has drawn unwanted attention to the state of academic freedom on our campus, please actively support the recommendations of the review committee chaired by Professor Matthew Wheeler and urge the reinstatement of the employment of James Kilgore at the Board of Trustees meeting this week.

Thank you,

[redacted]

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 12:59:15 PM

Dear Sir:

James Kilgore is a respected scholar and writer and expert in his field. He was completely open about his background when he was hired and he has served the university at a level well above his pay grade. There is really no justification for non-renewing his contract except that the News-Gazette tells you to, and that is not a valid reason.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 12:56:04 PM

Dear Sir:

I am asking you to accept the recommendations of the Review Committee and reinstate Professor Kilgore.

Thank you for your consideration.

Sincerely yours,

[redacted]

From: [redacted]
To: Christopher G Kennedy
Cc: James Montgomery; Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 12:54:36 PM

Dear Chairman Kennedy,

I am writing to ask that you please reinstate James Kilgore as an adjunct faculty at the University of Illinois. It find it shameful that our university administration has blocked the rehiring of this upstanding citizen and excellent teacher. I encourage you to restore his position.

Sincerely,



From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore reinstatement
Date: Monday, November 10, 2014 12:52:34 PM

Gentlemen:

I write on behalf of James Kilgore at the University of Illinois UC campus. I am informed of his manifold gifts as teacher and researcher, and of the effort to forestall his employment because of a criminal record. It seems obvious that, having spent time in prison, he has "paid his debt to society, indeed more than paid since he is actively involved in benevolent work. His case represents an important dimension of movement for reform nationwide that is in the air and in the media concerning our country's outsized, and minority dominated, prison population. If we are not willing to restore to full civil rights those who have completed a sentence and who have gone on the make a very real contribution to society, I do not see any sense to our criminal justice system at all.

I am also a [redacted]. We need more good work of the kind that Professor Kilgore is accomplishing for the betterment of our society as a whole.

Thank you for your attention.

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Re: Urgent: Email U of I Board and Chancellor about James Kilgore"s employment
Date: Monday, November 10, 2014 12:52:14 PM

Dear Mr. Kennedy,

I urge you to rule to reinstate Dr. James Kilgore to an appropriate academic position at UIUC at this week's Board meeting.

Dr. Kilgore is a valued colleague, scholar, author, and instructor. Discontinuing his employment because of a long-ago crime for which he has already served a sentence is tantamount to re-prosecuting and re-punishing him for that crime. That is not the American justice system envisioned by our most thoughtful and fair-minded political leaders, nor should it be the example we set for our students.

Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore
Date: Monday, November 10, 2014 12:50:06 PM

Dear Mr. Kennedy,

I write to ask you to restore James Kilgore's employment at the University of Illinois.

I have read the Hiring Process Review Committee report. It seems that he withheld no information and that no procedures were violated by his previous employment.

As members of your faculty noted, Kilgore has served his time. He is a dedicated teacher and brings a unique perspective to the university.

Last year, I began [redacted] and I was nervous about it. I consulted Kilgore and he was helpful and encouraging. Where else can a [redacted] find such a resource? The University of Illinois would do well to draw on the experience and dedication of this man who, yes, committed crimes, but also served the sentence required of him.

Think of the contributions he could make to the University and wider society! It would, I think, bring him closer to amends and thus the honor to Institution could only be enhanced.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 12:45:46 PM

Chancellor Phyllis Wise:

I strongly recommend the University of Illinois reinstate the employment of James Kilgore.

[redacted]
[redacted]

From: [redacted]
To: [redacted]
Cc: Wise, Phyllis M; [redacted]
Subject: Kilgore Case
Date: Monday, November 10, 2014 12:41:24 PM

Dear Chairperson Kennedy:

I am writing in the best interests of the University of Illinois and in support to normal shared governance procedures to ask you and other members of the board to accept the recommendations of the provost's committee regarding James Kilgore's employment at the University of Illinois at Urbana. The committee's deliberations and recommendations appear to be particularly thorough and responsible in all respects. Speaking as a member of the faculty at UIUC, I would say we are at a delicate moment in terms of shared governance decisions on our campus. Your support of the committee's recommendations would go a long way toward improving that situation.

Many thanks for your consideration.

[redacted]

From: [redacted]
To: [redacted] [redacted] Wise, Phyllis M
Subject: Please reinstate James Kilgore
Date: Monday, November 10, 2014 12:39:36 PM

Dear Board members Christopher Kennedy and James Montgomery and Chancellor Phyllis Wise

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

This matter has received much attention here in South Africa and I know many people share my wish that it should be favourably resolved.

Yours sincerely

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Review Committee Report
Date: Monday, November 10, 2014 11:49:35 AM

Dear President Kennedy,
The review committee chaired by Professor Matthew Wheeler has completed its report on the employment status of James Kilgore. I encourage the Board to support the recommendations of the review committee and reinstate the employment of James Kilgore. The committee has done its job and fulfilled its responsibilities to the Board. The Board should now respect the findings and recommendations of the review committee and reinstate James Kilgore to his previous status as part-time instructor on the U of I campus.
Respectfully,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Reinstate James Kilgore
Date: Monday, November 10, 2014 11:16:01 AM

Dear Chair Kennedy,
I am writing you today to show my support for the reinstatement of James Kilgore. The review committee, chaired by Professor Matthew Wheeler, has completed their careful review and the committee recommends reinstatement of James Kilgore. In order to show good faith and sound administrative stewardship, it is incumbent upon you to follow the recommendation of the review committee and to reinstate James Kilgore. Anything short of this further undermines the confidence of good Administrative stewardship by the Board of Trustees at the University of Illinois.

Thank you for your time,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: Re: the reinstatement of James Kilgore
Date: Monday, November 10, 2014 10:24:50 AM

Hello Chairman Chris Kennedy,

I am emailing you to advise and encourage you to follow the recommendations of the review committee lead by Dr. Matthew Wheeler to reinstate James Kilgore as soon as possible.

Thank you,

[redacted]

From: [redacted]
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore case
Date: Monday, November 10, 2014 10:21:14 AM

In anticipation of the Board of Trustees meeting this week, I am writing in strong support of the recommendations of the review committee chaired by Professor Matthew Wheeler asking for the reinstatement of James Kilgore.



From:	uibot
To:	Christensen, Jeffrey Thomas; Myrick, Matthew A
Cc:	Rice, Scott; Wise, Phyllis M
Subject:	FW: Invite to attend media event re: James Kilgore"s Employment Status at U of I-Nov 10 9:30 a.m.
Date:	Wednesday, November 05, 2014 8:42:01 AM

FYI....

From: Kies, Susan Mary
Sent: Wednesday, November 05, 2014 8:39 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; Hardy, Thomas P; Bearrows, Tom; Ike Saunders [redacted]); Rice, Scott
Subject: FW: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

TO: Members of the Board of Trustees and Mr. McKeever

Please see the email from James Kilgore below regarding a media event planned on November 10, 2014.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

From: James Kilgore[redacted]]
Sent: Wednesday, November 05, 2014 1:30 AM
To: James Kilgore
Subject: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

Dear friends,

Earlier this year you signed a petition in support of my continued employment at the University of Illinois. Once again, let me say how grateful I am for that support. I have remained unemployed since May 15 while my status has remained in limbo.

Over the summer the Provost appointed a committee to investigate and report on the process through which I was hired. P**rofessor Matthew Wheeler of the Department of Animal Sciences** chaired that committee. I am told that the Board of Trustees meeting of November 13th in Chicago will consider the recommendations of this report and a resolution pertaining to my employment at the U of I.

At 9:30 a.m. on Monday, November 10th, The Friends of James Kilgore will hold a media conference in the run up to the Board meeting. It will take place **on the Wright Street side of the Henry Administration Building** (506 S. Wright St), which houses the offices of the Board. The Friends will be asking the Trustees to follow the recommendations of Professor

Wheeler's committee. Furthermore, they will maintain that the Board of Trustees has no authority to breach the autonomy of campus governance and violate the procedures for hiring faculty and staff already in place and recognized by the university Administration.

I and the Friends would be very appreciative if you could attend this conference as a show of support.

Thank you,

James Kilgore
Research Scholar
Center for African Studies
UIUC

Soto Plutz, Teresita D

From: Allen-Meares, Paula
Sent: Friday, December 05, 2014 5:30 AM
To: Owney, Catherine Sanders
Subject: Fwd: Confidential Draft

For meeting w Jeff

Sent from my iPhone

Begin forwarded message:

> **From:** "Easter, Robert A" <reaster@uillinois.edu>
> **Date:** December 4, 2014 at 10:54:07 PM EST
> **To:** "Allen-Meares, Paula (UIC)" <pameares@uic.edu>
> **Cc:** "Clements, Vicki" <vclement@uillinois.edu>
> **Subject: Re: Confidential Draft**
>
> [redacted]...
>
> Sent from my iPad
> Robert A. Easter, Ph.D.
> President, University of Illinois
>
> 506 S.Wright Street — 1737 West Polk Street
> Urbana, Illinois 61801
> Chicago, Illinois 60612
> (217)333-3070 — (312)413-8301
> FAX (217)333-3072 — FAX (312)413-8301
> E-mail: reaster@uillinois.edu
>
> On Dec 4, 2014, at 4:08 PM, "Allen-Meares, Paula" <pameares@uic.edu> wrote:
>
> > Dear Bob,
> >
> > I understand that [redacted] Given the withdrawal of [redacted] commitment, this is now a loss of almost $[redacted] to the UIC campus.
> >
> > Paula

Soto Plutz, Teresita D

From: Allen-Meares, Paula
Sent: Tuesday, November 25, 2014 9:18 AM
To: Nearhoof, Jeff H
Subject: Re: Hill - Kilgore follow up

Thanks

Sent from my iPhone

On Nov 25, 2014, at 8:47 AM, "Nearhoof, Jeff H" <jeff5@uic.edu> wrote:

> Chad reported that no others have commitments for which they are stopping their future payments.
>
> On Nov 25, 2014, at 7:45 AM, Allen-Meares, Paula <pameares@uic.edu> wrote:
>
> > Oh no! This is [redacted]
> >
> > Sent from my iPhone
> >
> > On Nov 25, 2014, at 8:42 AM, "Nearhoof, Jeff H" <jeff5@uic.edu> wrote:
> >
> > > She spoke with Rick so I imagine the story will be system wide. Her only questions to UIF for Chad to answer was whether we are removing his name and if there are others.
> > >
> > > On Nov 24, 2014, at 6:23 PM, Allen-Meares, Paula <pameares@uic.edu> wrote:
> > >
> > > > Why only UIC he also mentioned the UIF etc??
> > > >
> > > > Sent from my iPhone
> > > >
> > > > On Nov 24, 2014, at 5:49 PM, "Nearhoof, Jeff H" <jeff5@uic.edu> wrote:
> > > >
> > > > > Please know that Jodi Cohen is planning an article on Rick Hill's decision to rescind future support to UIC.
> > > > >
> > > > > Communications have occurred between UIF and Ms. Cohen related to our opinion to this action. See below.
> > > > >
> > > > > Jeff
> > > > >
> > > > > Jeff Nearhoof

Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development (MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ruback, Chad B [mailto:ruback@uif.uillinois.edu]
Sent: Monday, November 24, 2014 4:21 PM
To: Ewald, Ed; Fox, Shari M; Nearhoof, Jeff H; Devocelle, Christine C; Micek, Sidney S
Cc: Peterson, Dan C (UIUC); Lorber, Jeffrey D (UIS); Redding, Michael Warren; McGinnis Gonzalez, Sherri
Subject: Hill - Kilgore follow up
Importance: High

All

I spoke with Tom Hardy, Michael Redding and Sherri McGinnis Gonzalez before returning the call to Ms. Cohen at the Chicago Tribune. Here is our statement that I shared with her and then Hardy followed up by sharing it with the BOT as well.

> **Q: Have you heard from other donors who have expressed their intention to withhold or rescind their gifts?**
>
> Our work in institutional advancement involves bridging relationships with alumni, donors, volunteers and friends on behalf of the University. In our work, many people express their opinions to the UI Foundation staff about a range of matters every day—e.g., athletics, tuition, the Chief, Kilgore, etc. However, we don't comment on donor intentions. Mr. Hill's generous support of the university is greatly appreciated.

The essential focus for us is "donor intention." That is an opinion and intention of action that is owned solely by the donor, so it's best for us not to comment on that. She understood that point, but then wanted comment on whether or not the building name would be changed. I informed her that we had no comment on that hypothetical situation at this time. She also mentioned Rick's email and pressed once again on the number of others who have made gift commitments and are now withholding those future gift payments. I acknowledge only that we have received his email and that it's the only one that I'm aware that we've received.

She indicated that she spoke extensively with Hill, so we should be on alert that more media inquiries may follow tomorrow. Please direct those inquires to me. Also, please keep me in the loop should we hear from other donors who shared their intention as well.

Chad

Chad Ruback, MSEd, MBA
Vice President for Marketing and Donor Relations
University of Illinois Foundation
ruback@uif.uillinois.edu
217 244 9957

Soto Plutz, Teresita D

From: Allen-Meares, Paula
Sent: Wednesday, November 19, 2014 1:49 PM
To: Nearhoof, Jeff H
Cc: Owney, Catherine Sanders
Subject: Re: Concerned Major Donor

Ok- Cat add to the agenda please

Sent from my iPhone

On Nov 19, 2014, at 1:15 PM, "Nearhoof, Jeff H" <jeff5@uic.edu> wrote:

> I will add this to our agenda for tomorrow's meeting. No response or action will be taken with the [redacted] until I talk with you.
>
> Jeff
>
> Jeff Nearhoof
> Vice Chancellor for Development/Sr. VP for UIF
> Office of the Vice Chancellor for Development (MC 002)
> 25th Floor, University Hall
> 601 S. Morgan Street
> Chicago, IL 60607-7128
> 312 413-3391
> Jeff5@uic.edu
>
> ---
>
> **From:** Ewald, Ed [mailto:ewald@uif.uillinois.edu]
> **Sent:** Wednesday, November 19, 2014 12:37 PM
> **To:** Nearhoof, Jeff H; Grinage, Stephanie M
> **Subject:** FW: Concerned Major Donor
>
> Jeff and Stephanie,
>
> We received this message below from Mrs. [redacted] She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.
>
> I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.
>
> Thanks,
> Ed
>
> **From:** Stansberry, Rebecca J.
> **Sent:** Wednesday, November 19, 2014 10:52 AM
> **To:** Ewald, Ed
> **Subject:** FW: Concerned Major Donor
>
> Message from [redacted] below.

From: [redacted]
Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted] We also [redacted]. Along with [redacted], we have [redacted]. She is someone you should be proud to say is a faculty member of your university.

This brings me to my next point. [redacted] and I were set to give [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

Soto Plutz, Teresita D

From: Allen-Meares, Paula
Sent: Friday, November 14, 2014 9:18 PM
To: Wise, Phyllis M (UIUC)
Cc: Koch, Susan J (UIS)
Subject: Re: Hiring of James Kilgore-Enough is Enough

I did try to call him but there was no answer.
Sent from my iPhone

On Nov 14, 2014, at 6:54 PM, "Wise, Phyllis M" <pmwise@illinois.edu> wrote:

> People are trying to talk with him but [redacted]
>
> Phyllis
>
> Sent from my iPhone
>
> On Nov 14, 2014, at 10:31 AM, "Allen-Meares, Paula" <pameares@uic.edu> wrote:
>
> > He was one of our major supporters ...
> >
> > Sent from my iPhone
> >
> > On Nov 14, 2014, at 10:27 AM, "Wise, Phyllis M" <pmwise@illinois.edu> wrote:
> >
> > > I saw this.
> > >
> > > Sent from my iPhone
> > >
> > > On Nov 14, 2014, at 8:00 AM, "Allen-Meares, Paula" <pameares@uic.edu> wrote:
> > >
> > > > FYI...
> > > >
> > > > From Richard Hill
> > > > Ladies and Gentleman,
> > > >
> > > > It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I

no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the

problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: [redacted]
"ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]

[redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill [redacted] wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.
>
> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the

offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Soto Plutz, Teresita D

From: Allen-Meares, Paula
Sent: Friday, November 14, 2014 7:51 AM
To: Easter, Robert A
Subject: Hiring of James Kilgore-Enough is Enough

Bob,
I would be more than willing to speak with [redacted] This is a sad day for our campus.

Best,
Paula

From: [redacted] **Sent:** Tuesday, November 11, 2014 3:34 PM **To:** [redacted] **Cc:** pmwise@Illinois.edu **Subject:** James Kilgore

Christopher Kennedy, Chair
University of Illinois Board of Trustees

Mr. Kennedy,

Should the issue of the reemployment of James Kilgore arise at A Board meeting I urge your support of Mr. Kilgore as an specialized faculty member. In keeping with the recommendations of the faculty committee established by Provost Adesida on this matter Mr. Kilgore is an effective teacher, an accomplished and recognized scholar in his area, and was productive in attracting outside research monies for the UC campus.
Mr. Kilgore's past was fully revealed at the time of his employment four years ago. These facts were carefully weighed by the unit and college making the decision to hire Mr. Kilgore,
and factored in to the decision proceed to hire Mr. Kilgore. It now seems a bit unfair to review all this years later particularly in light of Mr. Kilgore's contributions to the University.
I urge your support of Mr. Kilgore's continued employment.

Sincerely

[redacted]

From: [redacted]
Sent: Tuesday, November 11, 2014 4:23 PM **To:** [redacted] **Cc:** [redacted] pmwise@illinois.edu **Subject:** Reinstatement of James Kilgore

Dear Christopher Kennedy,

I am writing to you in your role as Chair of the Board of Trustees of the University of Illinois. I urge you to accept the recommendations of the review committee chaired by Professor Wheeler and to reinstate Mr Kilgore's employment. I worked with James in [redacted] and believe he is an asset to the educational community. It would be a serious loss to the university were his knowledge, skills and enthusiasm not made available to students there.

[redacted]

From: [redacted]
Sent: Tuesday, November 11, 2014 3:58 PM
To: [redacted]
Cc: [redacted] pmwise@illinois.edu
Subject: Resolution at Board of Trustees Meeting

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Dear Chairman Kennedy,

Please support the recommendations of the review committee, which was chaired by Professor Matthew Wheeler, and reinstate James Kilgore's employment at your board meeting this week.

Sincerely yours,

[redacted]

From: [redacted]
Sent: Tuesday, November 11, 2014 3:53 PM
To: [redacted]
Cc: [redacted] Wise, Phyllis M
Subject: James Kilgore

Dear Trustee and Chair Kennedy,

I write to urge you to reinstate James Kilgore. Whatever fears or objections some might have to him, it is imperative that our bases for hiring and firing be fair and based on the facts. James Kilgore has paid his debt to society, and those who know him well are confident that he can and should be trusted with our students. James Kilgore has also amply demonstrated his excellence in teaching. It does our students a disservice to deprive them of his teaching.

To bow to public pressure, when that pressure is ill-informed, is simply mob rule. The University of Illinois needs above all to respect the truth, and to educate where the public is need of education. We cannot be party to witch hunts.

Sincerely,

[redacted]

From: <[redacted]

Date: Tuesday, November 11, 2014 at 2:17 PM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: Do not hire Terrorist and convicted murderer James Kilgore

As a University of Illinois alum from the Urbana class of 1982 I'm embarrassed that the University of Illinois is considering hiring terrorist James Kilgore.

Why would you believe you would have to stoop so low to fill a position and our elite institution.

I vehemently do not support hiring terrorist James Kilgore and will be disgusted with this U of I administration if they do so.
Please encourage Mr. Kilgore to employ himself somewhere in the middle east where they can employ his terrorist mindset.

We don't need a convicted murderer on staff. I'm[redacted] Myrna Opsahl who was a 42 mother of 4 children who was gunned down by Mr. Kilgore would agree.

Thanks

[redacted]

From: Creasey, Jennifer M
Sent: Friday, November 14, 2014 2:22 PM
To: Hardy, Thomas P; Knorr, Walter; Easter, Robert A; Bass, Michael B; Pierre, Christophe; Schook, Lawrence B
Subject: FW: Ives Statement on U of I's Reinstatement of Known Terrorist 11.14.14

FYI. Statement from Rep. Ives sent to her mailing list.

Jennifer M. Creasey

University of Illinois

Interim Director for State Relations

jcreasey@uillinois.edu

217-333-1086 (office)

217-493-6416 (cell)

https://www.ogr.uillinois.edu/state_relations

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN • CHICAGO • SPRINGFIELD

From: Rep. Jeanne Ives [redacted]
Sent: Friday, November 14, 2014 2:05 PM
Subject: Ives Statement on U of I's Reinstatement of Known Terrorist 11.14.14

For Immediate Release

For More Information Contact

State Rep. Jeanne Ives (R-Wheaton)
630-742-9129

jeanneives@yahoo.com

In Defiance of Common Sense

The University of Illinois has supported the reinstatement of known terrorist, James Kilgore, as a professor. http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1

At issue is not whether there should be academic diversity of a broad spectrum of life experiences amongst the faculty at a university. At issue is that there are certainly dozens, if not hundreds, of potential professors just as qualified, who have never taken part in the killing of innocent people in an attempt to fund a revolution.

Furthermore, reconcile this decision – based, certainly, in part on the grounds of academic freedom – with the decision to fire Dr. Kenneth Howell, a professor at the University of Illinois. Howell taught a class on Catholicism, and is a Catholic himself. He sent an email to students in his class that referenced his own personal beliefs about homosexuality. How did U of I officials respond?

According to Ann Mester, associate dean for the College of Liberal Arts and Sciences, "'the e-mails sent by Dr. Howell violate university standards of inclusivity, which would then entitle us to have him discontinue his teaching arrangement with us.'" While perhaps not the most judicious course of action, Howell's speech wasn't hate speech. Nevertheless, he was fired.

What exactly are the university's standards of inclusivity? Apparently, The university condemns the expression of personal views about religion and religious doctrine as they relate to current events in a class that is on the specific topic of a major religion. They call such discussion "hateful." One would think that they would similarly condemn a convicted murderer, bank robber, ex-convict and terrorist linked to a string of bombings that targeted, among others, police officers through his alliance with the Symbionese Liberation Army (SLA). In the eyes of the university, are such acts not hateful?

The hypocrisy is rich. And, the prejudice is barefaced and deliberate.

Mr. Kilgore isn't your average criminal. He is a terrorist. Kilgore's were crimes against his country and its citizens. He is a traitor and should be treated as such. What's more, part of the reason he has taught a class on African studies as an "expert" is because he fled the country after his crimes and hid out in Africa for 26 years before being caught and extradited for his crimes. He most likely would have never freely turned himself over to the authorities.

I believe some crimes are so egregious as to not warrant the convicted the privilege of teaching our youth especially on the taxpayers' dime. Additionally, as a Veteran, and parent of a

University of Illinois graduate who is now serving in the US Army, this hiring reversal sickens me.

As Christopher Kennedy stated in a letter arguing against the conferment of the title of "Professor Emeritus" on known terrorist, Bill Ayers, "There is nothing more antithetical to the hopes for a university that is lively and yet civil, or to the hope of our founding fathers for their great experiment of a self-governing people, than to permanently seal off debate with one's opponents by killing them. There can be no place in democracy to celebrate political assassinations or honor those who do so."

As a legislator, I must take into consideration how the funding that is given to any public institution is used by that institution – especially given the fiscal condition of the state. I strongly suggest that the university begin to put into place an objective set of standards for employment at the University, including comprehensive background checks, that does not allow for the discrepancies and inconsistencies in its recent past. I further recommend the university demonstrate more responsible and constructive choices in hiring faculty for the university.

-End-

From: [redacted]
Sent: Thursday, November 13, 2014 12:00 PM
To: Christopher Kennedy; James Montgomery; Wise, Phyllis M; uibot
Subject: letter in support of James Kilgore

[redacted]

[redacted]

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees, current term: 2009-2015

James Montgomery, currently serving on the Board 2013 to 2019

Chancellor Phyllis Wise <pmwise@illinois.edu>

Ricardo Estrada, current term: 2011-2017

Patrick J. Fitzgerald, current term: 2013-2019

Karen Hasara, current term: 2011-2017

Patricia Brown Holmes, current term: 2011-2017

Timothy Koritz, current term: 2013-2019

Edward L. McMillan, current term: 2009-2015

Pam Strobel, current term: 2009-2015

Hannah Cave, student, Springfield campus

Lucas N. Frye, student, Urbana-Champaign campus

To the Members of the Board of Trustees:

I left the PhD program for just this sort of trend at the University of Illinois. I am writing in support of James Kilgore.

- · The record demonstrates that James Kilgore always voluntarily disclosed his past to his department, to the university, and to the community.
- · The record demonstrates that James Kilgore and the Center for African Studies complied with all policies and practices.
- · The record demonstrates that the Center for African Studies valued, and continues to value, James Kilgore.[1]
- · The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus.
- · The Hiring Process Review Committee recommends "Mr. Kilgore be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment."

No errors were made, no corners were cut, no policies were violated in hiring Dr. Kilgore.

The new policies that were written after the fact appear to be specifically implemented in order to attack Dr. Kilgore -- these policies are poorly thought out and are seen by academic community as a mostly an emotional knee-jerk response.[2]

I join in calling on the Board of Trustees to do the following:

1. 1) Please follow the recommendations of the committee and reinstate Dr. Kilgore immediately. The University of Illinois at Urbana Champaign has been denied the skills and experience of an important scholar and an instructor who has twice appeared on the excellent teacher list.
2. 2) Please issue a public statement commending the review committee for its work and findings.
3. 3) Please refrain from further interference in the hiring decisions made by executive officers and Deans.
4. 4) Please recognize and respect the authority of campus administration and departments to carry out their designated duties and responsibilities.

Sincerely and respectfully submitted,

[redacted]

[1] The committee found that “Professor Bowen reports that Mr. Kilgore has been exceptional at his duties. Mr. Kilgore has done more than his academic hourly position would require including securing $2.7 million in grants to support the Center, writing newsletters, coordinating a memorial service for Nelson Mandela, and organizing conferences including one being held in Africa.” And “His insight was appreciated by other participants, and he was considered to be talented at developing a collaborative discussion — thoughtful, well- read, good listening skills, and not domineering.”

[2] Similarly, the one part of the Hiring Process Review Committee Report with which I doubt the expertise, the qualifications, and the understanding of “ban the box” trends in the state of Illinois of the committee is the recommendation that the campus develop a more extensive criminal background

check policy for more hires. Additional, nit-picking criminal background checks will most heavily affect minority applicants, specifically black males.

From: Chris Kennedy <[redacted]
Date: Wednesday, November 12, 2014 at 4:20 PM
To: "Kies, Susan Mary" <kies@uillinois.edu>
Subject: Letter to UI BOT re James Kilgore.pdf

Here is a letter from some fellow who studies speech [redacted]

Christopher G. Kennedy
[redacted]

[redacted]

Christopher G. Kennedy, Chair Board of Trustees
Illinois

Urbana, IL 61801

University of
352 Henry Administra

CC: James Montgomery, Board Member, University of Illinois Board of Trustees Phyllis Wise, Chancellor, University of Illinois at Urbana-Champaign

Mr. Kennedy:

As a graduate of the University of Illinois, I write to urge you and the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

In a public response to this report, you stated that the committee seemed primarily concerned with whether "the paperwork was filled out correctly," in contrast to the Board's additional responsibilities as the governing body of a state-funded public institution. I urge you to revisit your assessment of the committee report, as it is clearly concerned with much more than appropriate procedure. As the committee report suggests, a decision not to reinstate Mr. Kilgore would serve to further reinforce the significant local and national perception of the University of Illinois as an institution unconcerned with equity and fairness in its treatment of teaching and other vital employees.

In fact, the report could not be clearer as a document interested in more than correct procedure (and as a Board Chair, I am sure you appreciate the substantive value of ensuring that procedure is followed in an equitable manner with respect to employment decisions). The committee finds that failing to "endorse the professional judgments of units wishing to hire Mr. Kilgore during the Fall 2014 semester" would constitute unfair and unnecessary treatment of Mr. Kilgore in a manner inconsistent with the University's longstanding employment practices. You may wish to follow other recommendations of the committee report and clarify policies related to hiring persons with criminal records—but these policies were not in place when Mr. Kilgore was hired, and acting otherwise would rightly open the Board to charges of discriminatory action. This is not a question of "paperwork." As you say, public institutions are responsible to their public. Surely the people of the state of Illinois expect, endorse, and deserve fair and consistent treatment from their employers.

The committee report notes that when Mr. Kilgore was first employed at Urbana-Champaign, he was still on supervised parole. Procedurally, this

means that the State of California considered Mr. Kilgore's successful employment at your institution—as verified by his immediate supervisors, members of the Illinois faculty—to have been a vital component in its recognition of Mr. Kilgore's successful rehabilitation as a productive member of society. Given your prominent roles as leaders of the state's flagship educational institution, your and the Board's failure to reinstate Mr. Kilgore would send a clear message that in Illinois, rehabilitation is not possible, that there can be no opportunity for a person who has committed a crime to work in the future for the betterment of their community.

The report also recommends that the University of Illinois adopt a consistent policy of mandatory criminal background checks for all non-student employees. As you may know, Mr. Kilgore spoke against this aspect of the committee report, even as he urged the Board to allow his reinstatement. This unselfish act is only one of the many demonstrations I have seen in person and from afar of Mr. Kilgore's quality as a person, an educator, and a member of the Champaign and Urbana communities. Mr. Kilgore knows that requiring criminal background checks will not increase the safety or security of members of the University of Illinois community. In fact, research shows that such policies actually increase violence—rejecting them is one of the best measures employers can take to support public safety.[1] There is no responsible policy justification for such a policy. Instead, this requirement would mark the University as an unfriendly place for rehabilitation and second-chances, a regressive institution that would take it upon itself to further judge individuals who have already been judged by their peers, and in many cases served terrible sentences as a result of this judgment. Just as with the requirement of a background check, any decision that disallows Mr. Kilgore's employment can only be explained as an act of simple animus on the part of yourself and other members of the Board.

I am a graduate of the University of Illinois, with a Ph.D. in Speech Communication. As a rhetorician and argument scholar, I can think of nothing more cowardly or hypocritical than to act with discrimination and animus toward a beloved employee because of decisions he made in his past—for which he has already paid a price more severe than you or I can even conceive of—and explain such an action away with canards about your responsibilities as a public servant.

If the Board fails to allow Mr. Kilgore's reinstatement, you would again send a clear signal that the Board of the University of Illinois, as the ultimate representative of its state's flagship institution, is willing to put personal and political attitudes regarding individual employees above the interests of its faculty, students, and state. If you are truly interested in your public responsibility as the Chair of the University of Illinois Board of Trustees, then I urge you to follow the recommendations of your own faculty in reinstating Mr. Kilgore, while resisting the temptation to then deny other prospective members of the Illinois community the same chance to act once again as valued members of society.

Thank your for your time and consideration of this matter. Sincerely,

[redacted]

[1] National Employment Law Project, "Research Finds Fair Chance Policies Support Families and Communities, Increase Public Safety," *NELP.org*, available at http://www.nelp.org/page/-/SCLP/2014/Guides/NELP_Research_Factsheet.pdf

From: Richard S Hill [redacted]>
Date: November 12, 2014 at 1:12:35 PM EST
To: "Robert A. Easter" <reaster@uiuc.edu>, Ed Ewald <ewald@uif.uillinois.edu>, "Christopher G. Kennedy" [redacted] "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>, [redacted]
Subject: Hiring of James Kilgore-Enough is Enough
Reply-To: Richard S Hill <[redacted]

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and

my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

From: Mudrick, Lissa May **Sent:** Wednesday, November 12, 2014 1:56 PM **To:** Kaler, Robin Neal **Subject:** FW: JAMES KILGORE

Dear Robin,

This message is from someone who was [redacted]. Please see his message below which he would like to be shared with the President.

May I ask how best to respond to his message?

Thank you, Robin!

Lissa May Mudrick
office: 217.333.7285 | cell: [redacted]
mudrick@illinois.edu

From: [redacted] **Sent:** Wednesday, November 12, 2014 11:34 AM **To:** Mudrick, Lissa May **Subject:** JAMES KILGORE

Lissa –

More than disappointed that the University of Illinois is considering hiring James Kilgore – [redacted] – please forward to the president of the University –

[redacted] –

From: [redacted]
Sent: Wednesday, November 12, 2014 11:43 AM
To: InfoSource
Subject: Hiring a convicted murderer

Are you nuts? If you hire a convicted murderer, your reputation and donations rightfully drop like a lazy student's grades.

Choose to be Happy today!
[redacted]

From: [redacted]
Reply-To: [redacted]
Date: Wednesday, November 12, 2014 at 1:12 PM
To: uibot <uibot-BOT@mx.uillinois.edu>
Cc: "Krikau, Elise (UIC)" <ekrikau@uic.edu>
Subject: James Kilgore

To the U of Illinois Bd of Trustees

I am a 1955 University of Illinois Occupational Therapy graduate School of Medicine, Chicago.

I am **extremely** disturbed by the recent news which states that you are considering rehiring James Kilgore. I am **very** opposed to such a move. I always disagreed with the hiring of Bill Ayres on the Chicago campus and am surprised that his wife still teaches at Northwestern.

These hiring practices which have such extreme influence on students and their values, have kept me from any monetary giving in the past and will continue to do so in the future.

A quick thumbprint of who I am: I [redacted]

Please do not damage the reputation of the U of IL by rehiring James Kilgore.

[redacted]

On 11/12/14, 12:54 PM, "[redacted]" wrote:

If I thought for a minute my granddaughter, as a UIUC applicant, would

be exposed to the sermons of a newly ³reformed" ex-convict, we (she) would be looking elsewhere.

Surely this great school can do better.

Sincerely,
[redacted]
UIUC, Œ56

On 11/12/14, 11:40 AM, [redacted] wrote:

I just saw on TV news that Board is considering hiring an ex-con terrorist and murderer as a professor. I am glad none of my family is considering enrolling in such a school apparently run by such people! Truth is stranger than fiction.

From: <Lang>, Kristin Nicole <klang2@illinois.edu>
Date: Wednesday, November 12, 2014 at 9:48 AM
To: uibot <uibot-BOT@mx.uillinois.edu>, University of Illinois Annual Fund <giving@illinois.edu>
Subject: Donor Comment

Dear Board Office:

This morning, a donor called the Illinois Annual Fund office and asked us to formally document a concern of his and pass it along to you all as well; that is the purpose of this email.

[redacted]) is the father of an alumnus and called out of concern regarding the upcoming consideration of the appointment of James Kilgore, which he read about in the news. [redacted] is very much against any hiring of James Kilgore because of his past convictions and association with the SLA.

If you feel any follow-up is necessary, please feel free to reach out to [redacted] directly.

Thank you,
Kristin Lang

Kristin N. Lang
Associate Director of Annual Giving Stewardship
Office of the Vice Chancellor for Institutional Advancement
507 E. Green St, Suite 426
Champaign, IL 61801
(p) 217-300-4454 / (e) klang2@illinois.edu

From: [redacted]
Sent: Wednesday, November 19, 2014 8:49 AM
To: uibot
Subject: Do not hire James Kilgore.. Convict and Terrorist

Bot:

Why in the world is this person even in our system or near our students?

Have we not learned from hiring Bill Ayers this puts a terrible rep on our flagship University?.

Under no circumstances should this person or any others with this background be on staff at Illinois.

This is disgraceful to think any board would approve a hiring including approval by our University president!

Regards,

[redacted]
Illinois '77

[redacted]

From: [redacted]]
Sent: Wednesday, November 19, 2014 9:02 AM
To: uibot
Subject: Mr. Kilgore

U of I Board of Directors,

I am an Alumni of the University of Illinois (BSME in 1964). I am appalled at the university's decisions to hire "unacceptable" people to teach our children. I do not want my grandchildren taking any classes from Bill Ayers or Mr. Kilgore. I stopped donating money to the university when I found out about Bill Ayers teaching at the university and would not recommend the university to anyone based on the board's decisions.

[redacted]
BSME 1964

From: [redacted]
Date: Wednesday, November 19, 2014 at 5:37 AM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: Mr. Kilgore

Mr. Kilgore should not be allowed to teach at the University of Illinois. His participation as a faculty member discredits the University. Please reconsider your decision.

From: [redacted]
Date: Friday, December 5, 2014 at 9:37 AM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: James Kilgore

I am greatly disturbed that you hire someone with a history with the "SLA" such as James Kilgore. Our Country does not need people with his character teaching our young people. We need people with a character of patriotism and wisdom.
I urge you to reverse your decision to hire Mr. Kilgore.
Thank you for time and consideration, [redacted]

From: [redacted]
Date: Friday, December 5, 2014 at 7:44 AM
To: uibot <uibot-BOT@mx.uillinois.edu>
Subject: Kilgore

You guys must really be proud. Hire a convicted murderer, terrorist, and overall bad guy to teach our kids and future leaders. This is the problem with our universities today and the reason America is going down the wrong road ever so rapidly. If you would take responsibility for excellence, others would too, and our future leaders would come out of college ready to lead this country in the right direction. But no, you let an America hater teach our kids. Well, how do you think they will come out? Oh yea, that is probably your agenda and goal, because, let's face it, your love for this country and its founding principles are suspect as well. Shame on you. I will throw your university under the bus, every chance I get, until you stand up and do the right thing.

Sincerely,

[redacted]

From: [redacted]
Sent: Monday, December 01, 2014 11:01 AM
To: jscohen@tribpub.com
Cc: uibot
Subject: Kilgore article

…armed robbery that left a bank customer dead…

…after that incident…

Kilgore became a fugitive from justice for 30 years lying about his name and background. Only after he was arrested and extradited and plead guilty, he served his time in jail. Is this the type of person we want in our university? Had he not been arrested, would he have voluntarily taken responsibility for his crimes and accepted the appropriate punishment?

After contacting Bowen, she wrote back, the next day, he would be hired. Is it that easy to get hired at U of I? I'm sure all those doctoral candidates, pursuing university teaching opportunities, found that interesting. In addition, why wasn't a criminal check required when he was hired?

[redacted]

From: Peterson, Dan C
To: Nearhoof, Jeff H (UIC)
Cc: Grinage, Stephanie M (UIC)
Subject: RE: Concerned Major Donor
Date: Thursday, November 20, 2014 1:35:00 PM

You bet!

Dan

From: Nearhoof, Jeff H [mailto:jeff5@uic.edu]
Sent: Thursday, November 20, 2014 1:32 PM
To: Peterson, Dan C
Cc: Grinage, Stephanie M (UIC)
Subject: RE: Concerned Major Donor

Thanks Dan.

[redacted]

I still talk with Paula this afternoon and will let her know that Phyllis is willing to help.

Much Appreciated!
Jeff

Jeff Nearhoof
Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development (MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Peterson, Dan C [mailto:dcpeters@illinois.edu]
Sent: Thursday, November 20, 2014 1:30 PM
To: Nearhoof, Jeff H
Subject: FW: Concerned Major Donor

Jeff,
As an fyi, but we [redacted].

Dan

From: Wise, Phyllis M
Sent: Thursday, November 20, 2014 11:45 AM
To: Peterson, Dan C

Subject: Re: Concerned Major Donor

Dan,

I would be happy to help in any way I can. I want to [redacted] I would benefit from your advice.

Phyllis

Sent from my iPad

On Nov 20, 2014, at 5:54 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

> FYI. Would you be willing to meet with this UIC donor if they felt it helpful?
>
> Sent from my iPhone. Apologies for typos.
>
> Begin forwarded message:
>
> **From:** <dcpeters@illinois.edu>
> **Date:** November 19, 2014 at 5:30:14 PM CST
> **To:** "Nearhoof, Jeff H" <jeff5@uic.edu>
> **Cc:** "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>, "Grinage, Stephanie M (UIC)" <sgrinage@uic.edu>
> **Subject: Re: Concerned Major Donor**
>
> Jeff,
>
> I haven't seen any communication directly from donors to my office or via the Chancellor, but it still may be early.
>
> I'm working with Robin Kaler in our OPA on addition talking points because of the few replies like this we've seen via UIF. We'll forward to you as prepared, and I suspect Robin can talk with you by phone to help answer specific concerns or misperceptions.
>
> DAN
>
> Sent from my iPhone. Apologies for typos.
>
> On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:
>
> > Dan and Jeff,
> >
> > I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.

One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.

If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.

Below is a [redacted]

Any guidance would be appreciated.

Jeff

Jeff Nearhoof
Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development (MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ewald, Ed [mailto:ewald@uif.uillinois.edu]
Sent: Wednesday, November 19, 2014 12:37 PM
To: Nearhoof, Jeff H; Grinage, Stephanie M
Subject: FW: Concerned Major Donor

Jeff and Stephanie,

We received this message below from [redacted]. She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted]

Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted]. We also [redacted] Along with [redacted], we have [redacted]. She is someone you should be proud to say is a faculty member of your university.
This brings me to my next point. [redacted] and I were set to give a gift of [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

From: Peterson, Dan C
To: Wise, Phyllis M
Subject: RE: Concerned Major Donor
Date: Thursday, November 20, 2014 12:28:00 PM

[redacted] Thanks.

Dan

From: Wise, Phyllis M
Sent: Thursday, November 20, 2014 11:45 AM
To: Peterson, Dan C
Subject: Re: Concerned Major Donor

Dan,

I would be happy to help in any way I can. I want to [redacted] I would benefit from your advice.

Phyllis

Sent from my iPad

On Nov 20, 2014, at 5:54 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

> FYI. Would you be willing to meet with this UIC donor if they felt it helpful?
>
> Sent from my iPhone. Apologies for typos.
>
> Begin forwarded message:
>
> **From:** <dcpeters@illinois.edu>
> **Date:** November 19, 2014 at 5:30:14 PM CST
> **To:** "Nearhoof, Jeff H" <jeff5@uic.edu>
> **Cc:** "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>, "Grinage, Stephanie M (UIC)" <sgrinage@uic.edu>
> **Subject: Re: Concerned Major Donor**
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> Jeff,
>
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>
> DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
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> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.
>
> If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.
>
> Below is [redacted]
>
> Any guidance would be appreciated.
>
> Jeff
>
> Jeff Nearhoof
> Vice Chancellor for Development/Sr. VP for UIF
> Office of the Vice Chancellor for Development (MC 002)
> 25th Floor, University Hall
> 601 S. Morgan Street
> Chicago, IL 60607-7128
> 312 413-3391
> Jeff5@uic.edu
>
> ---
>
> **From:** Ewald, Ed [mailto:ewald@uif.uillinois.edu]
> **Sent:** Wednesday, November 19, 2014 12:37 PM
> **To:** Nearhoof, Jeff H; Grinage, Stephanie M
> **Subject:** FW: Concerned Major Donor
>
> Jeff and Stephanie,
>
> We received this message below from [redacted]. She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted]

Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted]. We also [redacted] Along with [redacted], we have [redacted] She is someone you should be proud to say is a faculty member of your university.
This brings me to my next point. [redacted] and I were set to give a gift of [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like

Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

From: Peterson, Dan C
To: Wise, Phyllis M
Subject: Re: Concerned Major Donor
Date: Thursday, November 20, 2014 5:18:34 PM

Good idea to [redacted] I'll talk with Ed Ewald about UIF mtg. Thx

Sent from my iPhone. Apologies for typos.

On Nov 20, 2014, at 4:41 PM, Wise, Phyllis M <pmwise@illinois.edu> wrote:

> Dan,
>
> I would be happy to talk with [redacted] the next time I see them. I know them pretty well and want to be sure they understand the fuller picture. Please let me know if there are others that I should talk with. [redacted] really appreciated the fuller explanation. We should figure out whether I should make a short presentation at the next UIF meeting since [redacted] was a member and sent his email to all of them.
>
> Phyllis
>
> Sent from my iPad
>
> On Nov 20, 2014, at 12:43 PM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:
>
> > Yes, alumni and donors through the telemarketing (student caller) program. Until I see the report, I can't comment on what level of donor they are or whether they are a UIF member.
> >
> > I have received only ONE comment directly to my office or attention. The [redacted] commented to me about it at the FB game last week. They said they felt like a lot of people, themselves included, probably agreed with [redacted] position.
> >
> > I'm sure the unit-based gift officers are getting some comments, but it will be hard to quantify how many.
> >
> > Dan
> >
> > ---
> >
> > **From:** Wise, Phyllis M
> > **Sent:** Thursday, November 20, 2014 1:39 PM
> > **To:** Peterson, Dan C
> > **Cc:** Kaler, Robin Neal; Dewey, Matthew G
> > **Subject:** Re: Concerned Major Donor

Thanks for all this info. Are you receiving comments from our alums/UIF members?

Sent from my iPhone

On Nov 20, 2014, at 10:45 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

> Phyllis,
> I wanted to share with you, though I suspect Robin have already done so, the talking points that Robin developed regarding Kilgore. Robin, I don't see anything about his [redacted]. Not sure about the importance of these; just issues I keep seeing raised (including in the one donor's email to UIC colleagues).
>
> Related, I met this morning with Christy Moss, our interim leader of AG. Christy reports that our student callers are getting about 2 dozen comments per evening about the Kilgore situation, far fewer than we received about Salaita. She said it's about the normal volume we receive when controversial topics arise. The student's standard reply is to acknowledge the comment, record it and assure the alum/donor that it will be forwarded to appropriate officials. We should be seeing a report soon and then can determine next steps.
>
> Best,
>
> Dan
>
> ---
>
> **From:** Kaler, Robin Neal
> **Sent:** Thursday, November 20, 2014 11:36 AM
> **To:** Peterson, Dan C; Nearhoof, Jeff H (UIC)
> **Cc:** Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC); Dewey, Matthew G
> **Subject:** RE: Concerned Major Donor
>
> Hi All:
>
> Here are the talk points the campus will use about Kilgore.
>
> Warmly,

r

From: Peterson, Dan C
Sent: Wednesday, November 19, 2014 7:08 PM
To: Nearhoof, Jeff H (UIC)
Cc: Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC)
Subject: Re: Concerned Major Donor

Jeff,

I haven't seen any communication directly from donors to my office or via the Chancellor, but it still may be early.

I'm working with Robin Kaler in our OPA on addition talking points because of the few replies like this we've seen via UIF. We'll forward to you as prepared, and I suspect Robin can talk with you by phone to help answer specific concerns or misperceptions.

DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
>
> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.
>
> If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.
>
> Below is [redacted]
>
> Any guidance would be appreciated.

Jeff

Jeff Nearhoof
Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development
(MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ewald, Ed [mailto:ewald@uif.uillinois.edu]
Sent: Wednesday, November 19, 2014 12:37 PM
To: Nearhoof, Jeff H; Grinage, Stephanie M
Subject: FW: Concerned Major Donor

Jeff and Stephanie,

We received this message below from [redacted] She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted]
Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.

Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted] We also give [redacted] Along with [redacted] we have [redacted] She is someone you should be proud to say is a faculty member of your university.

This brings me to my next point. [redacted] and I were set to give a gift [redacted]. That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

<Kilgore points.docx>

From: Peterson, Dan C
To: Kaler, Robin Neal
Subject: Re: Hill - Kilgore follow up
Date: Monday, November 24, 2014 6:16:49 PM

You better talk with him.

Sent from my iPhone. Apologies for typos.

On Nov 24, 2014, at 4:13 PM, Kaler, Robin Neal <rkaler@illinois.edu> wrote:

[redacted]

Thanks for alerting us.

Sent from my iPhone

On Nov 24, 2014, at 6:09 PM, Peterson, Dan C <dcpeters@illinois.edu> wrote:

Robin,
FYI. I'm not certain why Chad [redacted]
Dan

Sent from my iPhone. Apologies for typos.

Begin forwarded message:

From: "Nearhoof, Jeff H" <jeff5@uic.edu>
Date: November 24, 2014 at 2:46:35 PM PST
To: "Ruback, Chad B" <ruback@uif.uillinois.edu>, "Ewald, Ed" <ewald@uif.uillinois.edu>, "Fox, Shari M" <sharifox@uif.uillinois.edu>, "Devocelle, Christine C" <devocelle@uif.uillinois.edu>, "Micek, Sidney S" <Micek@uif.uillinois.edu>
Cc: "Peterson, Dan C (UIUC)" <dcpeters@illinois.edu>, "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>, "Redding, Michael Warren" <reddingm@uic.edu>, "McGinnis Gonzalez, Sherri" <smcginn@uic.edu>
Subject: RE: Hill - Kilgore follow up

I will alert our UIC leadership and deans.

Jeff Nearhoof
Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development (MC 002)

25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ruback, Chad B [mailto:ruback@uif.uillinois.edu]
Sent: Monday, November 24, 2014 4:21 PM
To: Ewald, Ed; Fox, Shari M; Nearhoof, Jeff H; Devocelle, Christine C; Micek, Sidney S
Cc: Peterson, Dan C (UIUC); Lorber, Jeffrey D (UIS); Redding, Michael Warren; McGinnis Gonzalez, Sherri
Subject: Hill - Kilgore follow up
Importance: High

All

I spoke with Tom Hardy, Michael Redding and Sherri McGinnis Gonzalez before returning the call to Ms. Cohen at the Chicago Tribune. Here is our statement that I shared with her and then Hardy followed up by sharing it with the BOT as well.

> **Q: Have you heard from other donors who have expressed their intention to withhold or rescind their gifts?**
>
> Our work in institutional advancement involves bridging relationships with alumni, donors, volunteers and friends on behalf of the University. In our work, many people express their opinions to the UI Foundation staff about a range of matters every day—e.g., athletics, tuition, the Chief, Kilgore, etc. However, we don't comment on donor intentions. Mr. Hill's generous support of the university is greatly appreciated.

The essential focus for us is "donor intention." That is an opinion and intention of action that is owned solely by the donor, so it's best for us not to comment on that. She understood that point, but then wanted comment on whether or not the building name would be changed. I informed her that we had no comment on that hypothetical situation at this time. She also mentioned Rick's email and pressed once again on the number of others who have made gift commitments and are now withholding those future gift payments. I acknowledge only that we have

received his email and that it's the only one that I'm aware that we've received.

She indicated that she spoke extensively with Hill, so we should be on alert that more media inquiries may follow tomorrow. Please direct those inquires to me. Also, please keep me in the loop should we hear from other donors who shared their intention as well.

Chad

Chad Ruback, MSEd, MBA
Vice President for Marketing and Donor Relations
University of Illinois Foundation
ruback@uif.uillinois.edu
217 244 9957

From: Peterson, Dan C
To: Kaler, Robin Neal; Dewey, Matthew G
Subject: FW: Concerned Major Donor
Date: Monday, November 24, 2014 8:39:10 PM
Attachments: FW This year"s College of Engineering donation.msg
Kilgore Combined Comments.xlsx
Re Donor Comment.msg

Robin,
I think you'll find this helpful.
Dan

From: Moss, Christy Lea
Sent: Friday, November 21, 2014 11:40 AM
To: Peterson, Dan C
Cc: Moss, Christy Lea
Subject: RE: Concerned Major Donor

Good morning Dan,

Attached please find a file of comments recorded by telemarketing students from donors specifically mentioning Kilgore. Also attached please find the record of a phone call we received (which is included on the spreadsheet) as well as an email we received.

Please note the number of comments is much smaller than I initially reported– only [redacted] comments total, and only [redacted] from a donor in a leadership level ($1+K) pool. The number of concerned donors increases when more general comments are added, but the TOTAL – and not the nightly total as I mentioned in our meeting yesterday – is around [redacted].

The recurring themes of the more general comments were as follows:

- 'scandals' or 'controversies'
- 'political standpoints' and 'liberal ideas / liberalness'
- 'recent/questionable hires' and 'faculty hiring process'
- 'university administration' and 'how the university is run'

Please let me know if we can offer any other information.

Best,
Christy

From: Moss, Christy Lea
Sent: Thursday, November 20, 2014 3:36 PM
To: Peterson, Dan C
Subject: RE: Concerned Major Donor

Hi Dan,

We have since our conversation received our first email from a donor. We are compiling all of the recent comments we have received into one document and will provide them to you by noon

tomorrow.

Best,
Christy

From: Peterson, Dan C
Sent: Thursday, November 20, 2014 1:43 PM
To: Wise, Phyllis M
Subject: RE: Concerned Major Donor

Yes, alumni and donors through the telemarketing (student caller) program. Until I see the report, I can't comment on what level of donor they are or whether they are a UIF member.

I have received only ONE comment directly to my office or attention. The [redacted] commented to me about it at the FB game last week. They said they felt like a lot of people, themselves included, probably agreed with [redacted] position.

I'm sure the unit-based gift officers are getting some comments, but it will be hard to quantify how many.

Dan

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To: Peterson, Dan C
Cc: Kaler, Robin Neal; Dewey, Matthew G
Subject: Re: Concerned Major Donor

Thanks for all this info. Are you receiving comments from our alums/UIF members?

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On Nov 20, 2014, at 10:45 AM, "Peterson, Dan C" <dcpeters@illinois.edu> wrote:

> Phyllis,
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>
> Related, I met this morning with Christy Moss, our interim leader of AG. Christy reports that our student callers are getting about 2 dozen comments per evening about the Kilgore situation, far fewer than we received about Salaita. She said it's about the normal volume we receive when controversial topics arise. The student's standard reply is to acknowledge the comment, record it and assure the alum/donor that it will be forwarded to appropriate officials. We should be seeing a report soon and then can

determine next steps.

Best,

Dan

From: Kaler, Robin Neal
Sent: Thursday, November 20, 2014 11:36 AM
To: Peterson, Dan C; Nearhoof, Jeff H (UIC)
Cc: Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC); Dewey, Matthew G
Subject: RE: Concerned Major Donor

Hi All:

Here are the talk points the campus will use about Kilgore.

Warmly,
r

From: Peterson, Dan C
Sent: Wednesday, November 19, 2014 7:08 PM
To: Nearhoof, Jeff H (UIC)
Cc: Lorber, Jeffrey D (UIS); Grinage, Stephanie M (UIC)
Subject: Re: Concerned Major Donor

Jeff,

I haven't seen any communication directly from donors to my office or via the Chancellor, but it still may be early.

I'm working with Robin Kaler in our OPA on addition talking points because of the few replies like this we've seen via UIF. We'll forward to you as prepared, and I suspect Robin can talk with you by phone to help answer specific concerns or misperceptions.

DAN

Sent from my iPhone. Apologies for typos.

On Nov 19, 2014, at 3:02 PM, Nearhoof, Jeff H <jeff5@uic.edu> wrote:

> Dan and Jeff,
>
> I am curious if you are having donor feedback on the Kilgore appointment. If so, what is your strategy/talking points with your prospects.
>
> One point of clarification to the message below, we did show the Honor Diaries at UIC; it was just delayed from the original date.

If you don't know, [redacted] has resigned from the UIF Board and will not finish any pledge payments for his naming of our Department of Bioengineering.

Below is a [redacted]

Any guidance would be appreciated.

Jeff

Jeff Nearhoof
Vice Chancellor for Development/Sr. VP for UIF
Office of the Vice Chancellor for Development (MC 002)
25th Floor, University Hall
601 S. Morgan Street
Chicago, IL 60607-7128
312 413-3391
Jeff5@uic.edu

From: Ewald, Ed [mailto:ewald@uif.uillinois.edu]
Sent: Wednesday, November 19, 2014 12:37 PM
To: Nearhoof, Jeff H; Grinage, Stephanie M
Subject: FW: Concerned Major Donor

Jeff and Stephanie,

We received this message below from [redacted]. She would have hit a "reply" to the email I sent this morning to Foundation Members regarding the new president, and it came to Becky.

I haven't responded. Let's decide on follow-up and given the Chancellor's letter was just sent to them.

Thanks,
Ed

From: Stansberry, Rebecca J.
Sent: Wednesday, November 19, 2014 10:52 AM
To: Ewald, Ed
Subject: FW: Concerned Major Donor

Message from [redacted] below.

From: [redacted]

Sent: Wednesday, November 19, 2014 10:14 AM
To: Stansberry, Rebecca J.
Subject: Concerned Major Donor

Dear Sir, I just received the announcement regarding the new president at the university. I wish him well, but I am writing concerning another issue. My husband [redacted] and I have been huge supporters of the University. We have [redacted] We also [redacted]. Along with [redacted], we have [redacted]. She is someone you should be proud to say is a faculty member of your university.
This brings me to my next point. [redacted] and I were set to give a gift of [redacted]
That will no longer be happening. We are truly dis-appointed in the university for their failure to stand for what is right. President Easter and I discussed via email, my dis-appointment with U of I for not allowing the Honor Diaries to be shown on campus because a Muslim Group didn't want it shown. We were disgusted by Bill Ayers being a faculty member-in good standing- at your university, and now we have James Kilgore. He was involved in a murder, he was a fugitive for many years, he changed his identity to get hired at the university. What does someone need to do to NOT be hired by the university that is funded by taxpayers? Hard working people like my husband are the exact people these terrorists, like Ayers and Kilgore ,hold in contempt. The University of Illinois may hire whomever they choose to hire, and hard working philanthropists like the [redacted] can give money to whomever we choose. And we choose not to be associated with a university that would hire such people. Sincerely, [redacted]

<Kilgore points.docx>

From: University of Illinois Annual Fund
To: Lang, Kristin Nicole
Subject: FW: This year"s [redacted] donation
Date: Thursday, November 20, 2014 1:53:15 PM

So [redacted]?

-----Original Message-----
From: [redacted]
Sent: Thursday, November 20, 2014 1:02 PM
To: Engineering Undergraduate Programs
Cc: University of Illinois Annual Fund
Subject: Re: This year's [redacted] donation

I'm very surprised that my e-mail below garnered no responses. I am re-sending it and Cc'ing giving@illinois.edu.
I might reconsider my decision if [redacted]

Thank you.

[redacted]

At 09:42 AM 11/12/2014, [redacted]:
>Dear Sirs:
>
>I am re-considering my yearly donation to [redacted]
>due to the U of I Board of Trustees possible approval to rehire
>convicted murderer and 1970s-era Symbionese Liberation Army terrorist
>James Kilgore. I realize the college may not have much involvement in
>this decision, but I will find it very difficult to support the
>university in any way if this happens.
>
[redacted]

FACTS ID	NAME
[redacted]	

COMMENT	CAMPAIGN
Refuses to give if Prof. Kilgore is still employed here.	[redacted]
Emails to Engineering; see attachments in folder	
Heard in the news that Professor Kilgore is convicted of murdering a police officer and	
Prospect/spouse is upset about the Board of Trustees decision to fire Kilgore. They are	
Upset that the University has hired faculty with criminal records and questionable bac	
Upset that Kilgore was ever hired and that they are thinking about re-hiring him. Prosp	
Prospect won't give to the University because of the James Kilgore situation.	
Prospect and Spouse did not like professor Ayers or another professor at UIUC who sh	
Will not give because of James Kilgore hiring.	
Prospect was upset with Salaita and Killgore situations.	
Call to Illinois Annual Fund Office; attachment of email to Board available	
UIUC campus-will not give with murderer on faculty.	
Prospect will not give to the University while there is a domestic terrorist" employed."	

TRACKING CODE

[redacted]

From: uibot
To: Lang, Kristin Nicole
Subject: Re: Donor Comment
Date: Wednesday, November 12, 2014 1:34:21 PM

Dear Ms Laing:

This is to acknowledge receipt of your email correspondence sent 11-12-14, with the concerns of [redacted] It will be sent to the Board of Trustees.

Sincerely,

Susan Kies
Secretary of the Board of Trustees and of the University
University of Illinois

From: <Lang>, Kristin Nicole <klang2@illinois.edu>
Date: Wednesday, November 12, 2014 at 9:48 AM
To: uibot <uibot-BOT@mx.uillinois.edu>, University of Illinois Annual Fund <giving@illinois.edu>
Subject: Donor Comment

Dear Board Office:

This morning, a donor called the Illinois Annual Fund office and asked us to formally document a concern of his and pass it along to you all as well; that is the purpose of this email.

[redacted] is the father of an alumnus and called out of concern regarding the upcoming consideration of the appointment of James Kilgore, which he read about in the news. [redacted] is very much against any hiring of James Kilgore because of his past convictions and association with the SLA.

If you feel any follow-up is necessary, please feel free to reach out to [redacted] directly.

Thank you,
Kristin Lang

Kristin N. Lang
Associate Director of Annual Giving Stewardship
Office of the Vice Chancellor for Institutional Advancement
507 E. Green St, Suite 426
Champaign, IL 61801
(p) 217-300-4454 / (e) klang2@illinois.edu

From: Peterson, Dan C
To: Kaler, Robin Neal
Cc: Dewey, Matthew G
Subject: Fwd: Kilgore-Hill media inquiries
Date: Tuesday, November 25, 2014 11:55:19 PM

FYI

Sent from my iPhone. Apologies for typos.

Begin forwarded message:

From: "Ruback, Chad B" <ruback@uif.uillinois.edu>
Date: November 25, 2014 at 2:52:52 PM PST
To: "Ewald, Ed" <ewald@uif.uillinois.edu>, "Nearhoof, Jeff H (UIC)" <jeff5@uic.edu>, "Micek, Sidney S" <Micek@uif.uillinois.edu>, "Devocelle, Christine C" <devocelle@uif.uillinois.edu>, "Fox, Shari M" <sharifox@uif.uillinois.edu>, "Peterson, Dan C" <dcpeters@illinois.edu>, "Lorber, Jeffrey D (UIS)" <jlorber@uis.edu>
Cc: "Fundator, John P." <fundator@uif.uillinois.edu>
Subject: Kilgore-Hill media inquiries

All

The Tribune did not run the story today as anticipated, so there has been no further inquiries that have come to our attention. My inclination is that if they choose to run the story tomorrow, it will likely generate a few other local media interests. However, it's quite likely an editor will hold on a follow up story such as this for the Holiday weekend to pass. Tomorrow morning, John Fundator will scan the Tribune and share a link with each of us should he locate a story. Based on the tenor of story we will decide how best to prepare for any follow up inquiries.

I will be back in [redacted] tomorrow through the weekend. So, please direct any media inquiries to John, and include both of us on questions you might have about the nature of the story and any follow up needed. Also, feel free to call me as needed. My cell is [redacted]

Happy Thanksgiving. Eat well!

Chad

Chad Ruback, MSEd, MBA
Vice President for Marketing and Donor Relations
University of Illinois Foundation
ruback@uif.uillinois.edu
217 244 9957

Clements, Vicki

From: Wise, Phyllis M
Sent: Thursday, December 04, 2014 10:35 PM
To: Easter, Robert A; Allen-Meares, Paula (UIC)
Cc: Clements, Vicki
Subject: Re: Confidential Draft

Bob and Paula,

I am so sorry to hear this. It's [redacted]

Phyllis

Sent from my iPhone

On Dec 4, 2014, at 7:54 PM, "Easter, Robert A" <reaster@uillinois.edu> wrote:

> Unintended consequece
>
> Sent from my iPad
> Robert A. Easter, Ph.D.
> President, University of Illinois
>
> 506 S.Wright Street — 1737 West Polk Street
> Urbana, Illinois 61801
> Chicago, Illinois 60612
> (217)333-3070 — (312)413-8301
> FAX (217)333-3072 — FAX (312)413-8301
> E-mail: reaster@uillinois.edu
>
> Begin forwarded message:
>
> > **From:** "Allen-Meares, Paula" <pameares@uic.edu>
> > **Date:** December 4, 2014 at 4:07:55 PM CST
> > **To:** "Easter, Robert A (UIUC)" <reaster@illinois.edu>
> > **Subject: Confidential Draft**
> >
> > Dear Bob,
> >
> > I understand that as [redacted] Given the withdrawal of [redacted] commitment, this is now a loss of almost $[redacted] to the UIC campus.
> >
> > Paula

Clements, Vicki

From: Kies, Susan Mary
Sent: Monday, December 01, 2014 7:36 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; [redacted] Ike Saunders ([redacted]
Bearrows, Thomas; Hardy, Thomas P
Subject: FW: Tribune story re James Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Tom Hardy has requested that I send the article (below) that appears in today's *Tribune*.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

Subject: Tribune story re James Kilgore

Sent at the request of Tom Hardy.

U. of I. rehiring of controversial prof imperils donor funds

Two academic programs at the University of Illinois at Urbana-Champaign have begun the process of rehiring controversial professor James Kilgore — a decision that could have financial implications for the public university system.

Kilgore, who spent about five years in prison for his part in a 1970s murder, worked as a lecturer and researcher at the U. of I. from 2010 until earlier this year. His employment was not approved for this semester after his criminal past became public and university board members expressed concern.

Earlier this month, however, after faculty pressure to reinstate him, a divided U. of I. board of trustees cleared the way for his rehiring, saying academic units should act under "their existing hiring practices" for part-time faculty, which leaves employment decisions to campus officials.

Kilgore, 66, told the Tribune that two academic units — the Center for African Studies and the Global Studies program — have "made requests" to hire him for the spring semester that begins in January. Kilgore said he has been transformed since he participated in the Symbionese Liberation Army, a 1970s-era radical group.

But if Kilgore does rejoin the faculty, at least one major university donor has said he will withdraw his pledged support, which would mean about $4.5 million to the University of Illinois at Chicago's bioengineering department. Both UIC and the Urbana-Champaign campus are part of the U. of I. system.

Chicago businessman Richard Hill last year pledged $6.5 million to UIC's bioengineering department, the largest gift in the history of the College of Engineering and one that brought praise from Gov. Pat Quinn and Chicago Mayor Rahm Emanuel. Hill said he has given about $2 million so far but will not follow through with the remaining $4.5 million if Kilgore goes back on the U. of I. payroll.

"I no longer wish to be associated with University of Illinois," he wrote in a letter to top U. of I. officials after the board's decision. "The Academy at the University of Illinois has clearly lost its moral compass."

He expanded on his position in further emails with the Tribune, saying the money is available if the university "does the right thing."

"I will not contribute neither time nor money to such a morally debased enterprise," Hill said. "If they stand up and police their own organization to assure they are of the highest standards, I will stand with them till my dying days."

The bioengineering department was named for Hill, making it the first named department at UIC. It's unclear what will happen if he withdraws the promised funding. In all, Hill has given or committed about $8.8 million to UIC.

Hill, a 1974 UIC bioengineering graduate, is the retired CEO of Novellus Systems, a semiconductor capital equipment company. He grew up on Chicago's South Side and is a past chairman of the U. of I. Foundation board.

Hill immediately resigned as a board member of the foundation, the university's fundraising arm, after the Nov. 13 board decision that paved the way to rehire Kilgore. After that decision, Urbana-Champaign campus Chancellor Phyllis Wise said academic units would be able to "do what they want to."

Kilgore said Monday he is looking forward to returning to the university. He said he has discussed teaching one class next semester with the Global Studies program, a unit within the College of Liberal Arts and Sciences, and working on outreach and fundraising with the Center for African Studies.

He said he is waiting for the contracts to get approved.

"I am interested in working and not having any more attention focused on me," Kilgore said.

Thomas Bassett, director of the Global Studies program, said his department approved Kilgore to teach one undergraduate seminar next semester: "Sweat Shops or Flat World Opportunities? Exploring the New World of Work." He said he hopes to hear from the university's human resources department soon to finalize the hiring process.

"We are looking forward to James returning to Global Studies," Bassett said. "He is an excellent teacher."

Kilgore began working as a part-time, nontenured professor and research scholar in 2010. His employment become an issue in February when a Champaign newspaper detailed his former involvement with the Symbionese Liberation Army, including his role in a 1975 armed robbery that left a bank customer dead.

After that incident, Kilgore lived and worked in Africa for many years, under an alias, according to his resume. He was arrested in South Africa in 2002, extradited to the U.S. and pleaded guilty to second-degree murder and possession of an explosive device for his role in the robbery. He was released from prison in 2009.

Soon after his release, Kilgore applied for a position at the U. of I. He wrote to Merle Bowen, director of the Center for African Studies, where his wife was a member of the center's advisory committee. She also is a full-time professor of history and gender/women's studies at the U. of I.

The next day, Bowen wrote back that he would be hired, document show. Since then, Kilgore has held 13 positions in eight academic units. By many accounts, he is a respected teacher, writer and activist in the Champaign-Urbana community.

A U. of I. committee appointed earlier this year to look into Kilgore's employment said that a criminal check was not required when he was hired, and that all hiring policies had been followed. The report said Kilgore "voluntarily disclosed" his criminal history and that he should be allowed to work at the university.

Hill, the UIC donor, said he also has been upset by other recent U. of I. faculty decisions, including the near-hire of Steven Salaita, whose job offer was pulled weeks before he was to start after he posted numerous anti-Israel tweets, some of which contained profane and inflammatory language. Faculty at the U. of I. and nationwide have protested the Salaita decision, saying it was an affront to free speech and academic freedom.

Hill faulted the university faculty, which he claims looks out for its own interests over those of Illinois' citizens.

"The board rightly decided to push this decision back down to the department level, that is where it belongs," Hill said. "The question remains, will they realize the magnitude of their decision or will they defend the indefensible? Will the faculty rally around right vs. wrong and make the decision not to rehire this individual? That is what I am waiting to see."

U. of I. officials said they are unaware of any donor other than Hill who has withdrawn support because of the Kilgore decision.

"To my knowledge, there are no other donors who have expressed the concern of withholding future gifts," said Chad Ruback, the U. of I. Foundation's vice president of marketing and donor relations.

Several lawmakers, however, have expressed concern. State Rep. Jeanne Ives, R-Wheaton, said she "must take into consideration how the funding that is given to any public institution is used by that institution."

"I strongly suggest that the university begin to put into place an objective set of standards for employment at the university, including comprehensive background checks, that does not allow for the discrepancies and inconsistencies in its recent past," Ives said in a statement.

"I further recommend the university demonstrate more responsible and constructive choices in hiring faculty for the university."

http://www.chicagotribune.com/news/ct-james-kilgore-hiring-met-20141130-story.html#page=1
11/30/14 5:07 pm

Ginny Hudak-David
Senior Associate Director
Office for University Relations
University of Illinois
Urbana-Champaign, Chicago, Springfield
108 HAB, Urbana, IL 61801
217-333-6400
hudakdav@uillinois.edu uillinois.edu/our

Under the Illinois Freedom of Information Act, any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure. Individuals should not have an expectation of confidentiality or privacy.

Clements, Vicki

From: Kies, Susan Mary
Sent: Monday, November 24, 2014 3:44 PM
To: Kies, Susan Mary
Cc: Easter, Robert A; Hardy, Thomas P; Bearrows, Thomas; [redacted]
Subject: FW: Tribune/J. Cohen story re Rick Hill--J. Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Please see the note (below) from Tom Hardy regarding an article that may appear tomorrow in the *Tribune* concerning the Kilgore Matter and reaction of Rick and Loan Hill.

Susan
Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
H: [redacted]
C: [redacted]
O: (217) 333-1920
kies@uillinois.edu

From: <Hardy>, Thomas Hardy <hardyt@uillinois.edu>
Date: Monday, November 24, 2014 at 3:33 PM
Subject: FW: Tribune/J. Cohen story re Rick Hill--J. Kilgore

Bob and Susan,

This is to alert you that Jodi Cohen of the Chicago Tribune is working on a story that probably will appear tomorrow regarding former UIF board chair Rick Hill's promise to rescind his gifts and step down from his U of I-related advancement roles if James Kilgore is rehired by the Urbana campus. Ms. Cohen has interviewed Mr. Hill and he provided her with copies of his letters to trustees and others at the time of the November board meeting expressing his displeasure. She has inquired whether other donors have expressed similar displeasure and intentions to withhold or stop making gifts; whether the Rick and Loan Hill name will remain on the UIC bioengineering department; and whether UIC and the UIF are disappointed by this turn of events. UIF's response is that while many people express their opinions to the foundation about a range of matters every day—e.g., athletics, tuition, the Chief, Kilgore, etc.—we don't generally talk about donor intentions; Mr. Hill's generous support of the university is greatly appreciated.
A copy of Mr. Hill's letter is pasted below for reference.

Thanks,

Tom H

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College

of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

Clements, Vicki

From: Peter Nelson <nelson@uic.edu>
Sent: Sunday, November 23, 2014 9:47 PM
To: Easter, Robert A
Cc: Clements, Vicki
Subject: Re: Hiring of James Kilgore-Enough is Enough

Bob,

I tried calling [redacted] today but I did not get a hold of him. I did leave a message which included letting him know that you would be calling him.

I hope your call goes well.

Pete

On Nov 22, 2014, at 4:47 PM, Easter, Robert A <reaster@uillinois.edu> wrote:

That would be perfectly ok.

Bob

Sent from my iPad
Robert A. Easter, Ph.D.
President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 22, 2014, at 1:25 PM, "Peter Nelson" <nelson@uic.edu> wrote:

> Okay I will try to reach him this weekend. Is it okay with you if during my call I let him know that you will be calling?
>
> On Nov 22, 2014, at 6:30 AM, Easter, Robert A <reaster@uillinois.edu> wrote:
>
> I think that's fine. I haven't spoken with [redacted] and plan to call him Monday.
>
> Sent from my iPad
> Robert A. Easter, Ph.D.
> President, University of Illinois
>
> 506 S.Wright Street
> Urbana, Illinois 61801
>
> 1737 West Polk Street

Chicago, Illinois 60612
(217)333-3070 (312)413-8301
FAX (217)333-3072 FAX (312)413-8301
E-mail: reaster@uillinois.edu

On Nov 21, 2014, at 10:54 PM, "Peter Nelson" <nelson@uic.edu> wrote:

Bob,

I feel like I [redacted]

What action (if any) would you like me to take?

Thanks,
Pete

PS - I am leaving over the weekend for a short development trip to Seattle returning on Wednesday.

On Nov 14, 2014, at 11:06 AM, Easter, Robert A <reaster@uillinois.edu> wrote:

Great to know, Pete... keep it up.

Robert A. Easter, Ph.D.
President
University of Illinois
President's Office
506 South Wright Street
Phone: (217) 333-3070; FAX: (217) 333-3072

President's Office
1737 West Polk Street
Phone: (312) 413-9097; FAX: (312) 413-8301
reaster@uillinois.edu

From: Peter Nelson [mailto:nelson@uic.edu]
Sent: Friday, November 14, 2014 8:15 AM
To: Easter, Robert A
Subject: Re: Hiring of James Kilgore-Enough is Enough

Thanks Bob.

Regardless of the outcome on this matter we are going to continue successfully developing bioengineering into an outstanding department.

Sincerely,
Pete

On Nov 14, 2014, at 7:06 AM, Easter, Robert A <reaster@uillinois.edu> wrote:

Pete:

Thanks for reaching out to [redacted]... Ed McMillan is planning [redacted] today and I am copying him on this message. Your suggestion of [redacted] with [redacted] and Ed might be able to offer that.

Bob

Sent from my iPad
Robert A. Easter, Ph.D.
President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 13, 2014, at 11:15 PM, "Peter Nelson" <nelson@uic.edu> wrote:

> I called [redacted] a few minutes ago after reading this note. He was [redacted]
>
> [redacted] will be in town for the [redacted] next week but said he is [redacted] I expect [redacted]. [redacted] is in [redacted] now but will be back in [redacted] after the [redacted] I asked [redacted] if I may come and see him in [redacted] next week and he said [redacted] He was [redacted]
>
> I am sure everyone noticed (and [redacted] also pointed it out to me) that he cc'd Jodi Cohen on his message.
>
> A short meeting with [redacted]. Is there any chance of getting Chairman Kennedy and Trustee McMillan to arrange a meeting or a phone call?
>
> Pete
>
> On Nov 13, 2014, at 9:43 PM, Richard S Hill <[redacted] wrote:
>
> Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and

all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,

[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the

right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

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312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

Clements, Vicki

From: Kies, Susan Mary
Sent: Sunday, November 23, 2014 7:55 AM
To: Kies, Susan Mary
Cc: Easter, Robert A; Bearrows, Thomas; Hardy, Thomas P; [redacted] Hudak-David, Virginia
Subject: FW: NG's Jim Dey re James Kilgore

TO: Members of the Board of Trustees and Mr. McKeever

Also in the *News Gazette* today: a Jim Dey article regarding James Kilgore.

Please see below.

Susan

From: <Hudak-David>, Virginia Hudak-David <hudakdav@uillinois.edu>
Date: Sunday, November 23, 2014 at 7:42 AM
Subject: NG's Jim Dey re James Kilgore

Jim Dey: With Kilgore, the past isn't past because he's basically the same guy

Sun, 11/23/2014 - 7:00am | Jim Dey

University of Illinois faculty supporters of onetime SLA terrorist James Kilgore have one less reason to rage at the machine now that they've won the argument over the convicted murderer's rehiring.

But they need not have become so exorcised over the matter. Kilgore was destined to return to the UI's loving embrace — and achieve celebrated martyr status in the process — the minute Chancellor Phyllis Wise bowed to campus protests and appointed a faculty committee to study Kilgore's situation and make recommendations.

Naturally, the committee recommended rehiring Kilgore. How could they have not? And, further, why not?

What better place for someone of Kilgore's background than the natural habitat of a major university campus? It's the ultimate political sandbox for self-styled radicals who delight in shaking their fists at the man. It's not just fun for these self-aggrandizing rebels, but risk-free, thanks to the concepts of tenure and academic freedom.

Let's call it what it really is — the equivalent of streaking for adults too old to take their clothes off in public.

Prudes on and off campus may be shocked an individual whose crimes were so vicious — including bank robbery, murder, multiple bombings — would be knowingly hired by one of the world's great research universities. But campus cognoscente were shocked by the notion that anyone would object.

One Kilgore job included working as an academic hourly employee on the Education Justice Project conducted by the Center on Democracy in a Multiracial Society, a campus redoubt for small-time lefties.

"Professor (Rebecca) Ginsburg made it clear that Mr. Kilgore was not hired 'in spite of his past' but rather was hired 'because of his past,'" the report states. "It made sense to Professor Ginsburg to hire a formerly incarcerated person who also had the requisite scholarly training to develop a bibliography directed at incarceration."

Another professor involved in a Kilgore hire knew him from his days as a fugitive from the FBI in South Africa.

"(Professor Faranak) Miraftab had been hiring Mr. Kilgore as an academic hourly to perform research under her direction. Mr. Kilgore was a former colleague of Professor Miraftab from South Africa," the committee report states.

The entire Kilgore controversy stems from his mid-1970s activities as an energetic member of a cult called the Symbionese Liberation Army, a vicious group of lunatics who wanted to overthrow the government.

Led by an escaped convict named Donald DeFreeze, this handful of political crackpots assassinated the superintendent of the Oakland schools and severely wounded one of the superintendent's top aides. They kidnapped publishing heiress Patty Hearst and held her for ransom. Most were killed in a savage televised shootout with the Los Angeles Police Deparment.

Three original SLA members remained — Bill and Emily Harris and SLA-kidnap-victim-turned-revolutionary-convert Hearst, and they ultimately joined forces with Kilgore and his girlfriend.

Together, they gave birth to a second, equally dangerous SLA.

Kilgore defenders note that was 40 years ago, suggesting it no longer matters.

But that assertion reminds of the William Faulkner quote, "The past is not dead. Actually, it's not even past."

Kilgore's past isn't past because he's pretty much the same guy now that he was then, just older and wiser in his tactics.

That's not what he suggests, of course. Kilgore gave an impassioned address to UI trustees in which he described feeling "shame" for his past conduct. He didn't go into detail about what exact conduct he regrets. But he minimizes his role in two bank robberies in which he and his heavily armed colleagues participated.

He doesn't have much to say about Myrna Opsahl, the mother of four who was shot and killed during one bank robbery, or about the miscarriage they caused when one of the robbers kicked a pregnant bank teller in the stomach.

Instead, he presents himself to the public in a much more benign way, as expressed in a website that touts his fiction writing.

"The author, James Kilgore, lived as a fugitive in South Africa from 1991 to 2002 under the name John Pape. He was an educator, researcher and activist. In 2002, authorities extradited him to the United States where he served six and a half years in prison for political offenses committed in the 1970s," the author biography states.

The phrase "political offenses" suggests Kilgore sees himself as the victim of an oppressive, dictatorial regime. That's an interesting way to describe robbing banks, taking innocent life, trying to kill police officers by bombing their squad cars and attempting to kill and maim military veterans attending a convention.

By the Kilgore standard, the surviving Boston Marathon bomber is a political prisoner, too.

Kilgore now says he rejects what he calls the "politics of small-group violence." But examine that phrase carefully — its narrow meaning speaks volumes.

Kilgore didn't say he rejects violence as a political tool. He didn't say he rejects large-group violence as a political tool. He said he rejects "small-group violence."

Why reject one and not the other? Kilgore concluded decades ago, when he first went on the lam, that the SLA's efforts to bring down American democracy were not morally wrong, but futile because they were destined to fail. The SLA was so small, and the federal government so big.

Even worse, his ill-advised flirtation with political revolution was personally catastrophic, causing him to spend decades in hiding, six-plus resentment-filled years in prison and additional time on parole and home confinement. It was a real bummer.

But that's over now. Kilgore is ready for a comeback — tanned, rested and ready. He praised the Wise committee for demonstrating "integrity" in endorsing his re-employment — another interesting choice of words from someone of Kilgore's demonstrated character and judgment.

Jim Dey, a member of The News-Gazette staff, can be reached by email at jdey@news-gazette.com or at 351-5369.

http://www.news-gazette.com/opinion/columns/2014-11-23/jim-dey-kilgore-past-isnt-past-because-hes-basically-same-guy.html

Clements, Vicki

From: Schook, Lawrence B
Sent: Sunday, November 16, 2014 10:55 AM
To: Easter, Robert A
Cc: Chris Kennedy; Clements, Vicki
Subject: Re: Wheeler's report

As [redacted] she has been an [redacted] Thanks Chris for sharing your email exchange.

Sent from my iPhone

On Nov 16, 2014, at 10:36 AM, Easter, Robert A <reaster@uillinois.edu> wrote:

> [redacted] from time to time and would agree that [redacted]
>
> Sent from my iPad
> Robert A. Easter, Ph.D.
> President, University of Illinois
>
> 506 S.Wright Street — 1737 West Polk Street
> Urbana, Illinois 61801
> Chicago, Illinois 60612
> (217)333-3070 — (312)413-8301
> FAX (217)333-3072 — FAX (312)413-8301
> E-mail: reaster@uillinois.edu
>
> On Nov 16, 2014, at 10:19 AM, "Chris Kennedy" <[redacted] wrote:
>
> > [redacted]
> >
> > Christopher G. Kennedy
> > [redacted]
> >
> > Begin forwarded message:
> >
> > **From:** [redacted]
> > **Date:** November 16, 2014 at 9:56:03 AM CST
> > **To:** [redacted]
> > **Subject: Re: Wheeler's report**
> >
> > Chris,
> >
> > I am glad they reinstated Kilgore, though I am not a great fan of him personally. Sometimes we all have tough choices to make, and this one was hard.

Thanks for being a great Chairman, and if you ever need help with a political campaign, I'd love to volunteer.

Thanks,

[redacted]

On Nov 10, 2014, at 3:01 PM, [redacted] wrote:

Chris

They speak so highly of you. [redacted]

Thanks, [redacted]

Sent from mobile device and probably flawed

-------- Original message --------
From: Chris Kennedy &[redacted]gt;

Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted] &l[redacted]u>
Cc: [redacted]
Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a[redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

On Nov 10, 2014, at 1:44 PM, [redacted]
<[redacted] wrote:

Hi Chairman Kennedy,

I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Thanks,

[redacted]

[redacted]

[redacted]

Thanks for this

I am a [redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy

[redacted]

On Nov 10, 2014, at 1:44 PM, [redacted] > wrote:

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Thanks,

[redacted]

[redacted]

Clements, Vicki

From: Allen-Meares, Paula <pameares@uic.edu>
Sent: Friday, November 14, 2014 10:36 AM
To: 'Ed McMillan'; Easter, Robert A; Nelson, Peter C (UIC)
Cc: Ewald, Ed; Azar, Dimitri T (UIC); Nearhoof, Jeff H (UIC); Royston, Thomas J (UIC); Clements, Vicki
Subject: RE: Hiring of James Kilgore-Enough is Enough

Dear All,

I have [redacted]. Please do not hesitate to call me and I can be reached at the office or at home.

Paula

From: Ed McMillan [mailto[redacted]
Sent: Friday, November 14, 2014 7:43 AM
To: 'Easter, Robert A'; Nelson, Peter C
Cc: 'Robert A. Easter'; Allen-Meares, Paula; 'Ewald, Ed'; Azar, Dimitri T; Nearhoof, Jeff H; Royston, Thomas J.; 'Clements, Vicki'
Subject: RE: Hiring of James Kilgore-Enough is Enough

Thanks Bob & Pete… I will [redacted] I did not realize he copied Jodi Cohen on his message.

Ed

Ed McMillan
McMillan L.L.C.
105 North Third Street, Suite 204
Greenville, IL 62246
Office 618-664-9600
Cell [redacted]

From: Easter, Robert A [mailto:reaster@uillinois.edu]
Sent: Friday, November 14, 2014 7:06 AM
To: Nelson, Peter C (UIC)
Cc: Robert A. Easter; Allen-Meares, Paula (UIC); Ewald, Ed; Azar, Dimitri T (UIC); Nearhoof, Jeff H (UIC); Royston, Thomas J (UIC); Edward McMillan; Clements, Vicki
Subject: Re: Hiring of James Kilgore-Enough is Enough

Pete:

Thanks for reaching out to [redacted]… Ed McMillan is planning [redacted] and I am copying him on this message. Your suggestion of [redacted] and Ed might be able to offer that.

Bob

Sent from my iPad
Robert A. Easter, Ph.D.
President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 13, 2014, at 11:15 PM, "Peter Nelson" <nelson@uic.edu> wrote:

I called [redacted] a few minutes ago after reading this note. He was [redacted]

[redacted] will be in town for the [redacted] next week but said he is [redacted]." I expect [redacted] is in [redacted] now but will be back in [redacted] after the [redacted] I asked [redacted] if I may come and see him in [redacted] next week and he said [redacted] He was [redacted]

I am sure everyone noticed (and [redacted] also pointed it out to me) that he cc'd Jodi Cohen on his message.

A short meeting with [redacted] Is there any chance of getting Chairman Kennedy and Trustee McMillan to arrange a meeting or a phone call?

Pete

On Nov 13, 2014, at 9:43 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

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With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted] wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.
>
> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.
>
> Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.
>
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It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Peter C. Nelson, Ph.D.
Dean of Engineering
University of Illinois at Chicago

www.engr.uic.edu

312-996-3259 (office)
312-355-0349 (my assistant Ms. Jerry F. Barry)
312-996-8664 (fax)

Clements, Vicki

From: Allen-Meares, Paula <pameares@uic.edu>
Sent: Friday, November 14, 2014 7:51 AM
To: Easter, Robert A
Subject: Hiring of James Kilgore-Enough is Enough

Bob,
I would be more than willing to speak with [redacted]. This is a sad day for our campus.

Best,
Paula

Clements, Vicki

From: [redacted] <[redacted]>
Sent: Friday, November 14, 2014 7:34 AM
To: Wise, Phyllis M
Cc: Easter, Robert A; Clements, Vicki
Subject: Re: Standards

Phyllis

Thank you for the reply. Have a great weekend.

Go Illini!!!

Best,
[redacted]

[redacted]

On Nov 13, 2014, at 10:45 PM, Wise, Phyllis M <pmwise@illinois.edu> wrote:

> [redacted]
>
> There are lots of discussions going on that I would be happy to discuss with you when we have a chance to meet.
>
> Best,
> Phyllis
>
> Sent from my iPad
>
> On Nov 13, 2014, at 10:42 PM, "Easter, Robert A" <reaster@uillinois.edu> wrote:
>
> > Should have read my message before sending... [redacted]... spell correction is a wonderful thing if one checks the correction
> >
> > Robert A. Easter, Ph.D.
> > President, University of Illinois
> > 364 Henry Administration Building
> > 506 South Wright Street
> > Urbana, Illinois 61801
> > Phone: (217) 333-3070
> > FAX: (217) 333-3072
> > E-Mail: reaster@uillinois.edu
> > www.uillinois.edu
> >
> > 414 Administrative Office Building
> > 1737 West Polk Street
> > Chicago, Illinois 60612
> > Phone: (312) 413-9097
> > FAX: (312) 412-8301
> >
> > **From:** [redacted] [mailto[redacted]
> > **Sent:** Thursday, November 13, 2014 8:29 PM

To: Easter, Robert A
Cc: Wise, Phyllis M; Clements, Vicki
Subject: Re: Standards

Bob

Thanks for the reply. Have a good weekend and save some "popcorn" for the next time we are together ☺.

Best,
[redacted]

[redacted]

On Nov 13, 2014, at 8:08 PM, Easter, Robert A <reaster@uillinois.edu> wrote:

> I suspect that in their mind [redacted]. We can discuss next time we are together.
>
> Bob
>
> Sent from my iPhone
>
> On Nov 13, 2014, at 6:14 PM, "[redacted]
> <[redacted] wrote:
>
> > Phyllis and Bob
> >
> > I do not want to opine on James Kilgore and whether he is "entitled to teach" but want to know if UIUC faculty members are applying a consistent set of values when they trash Shad Kahn but willingly embrace Mr. Kilgore.
> >
> > Best,
> > [redacted]
> >
> > [redacted]

Clements, Vicki

From: Ed McMillan <[redacted]
Sent: Thursday, November 13, 2014 10:56 PM
To: Easter, Robert A
Cc: Clements, Vicki
Subject: Re: Hiring of James Kilgore-Enough is Enough

I wonder how long I should wait [redacted]

Ed McMillan
McMillan LLC
[redacted]

On Nov 13, 2014, at 10:41 PM, Easter, Robert A <reaster@uillinois.edu> wrote:

> Ed, this is the number I have for [redacted]...
> [redacted]
>
> Before calling see message below.
>
> Bob
>
> Robert A. Easter, Ph.D.
> President, University of Illinois
> 364 Henry Administration Building
> 506 South Wright Street
> Urbana, Illinois 61801
> Phone: (217) 333-3070
> FAX: (217) 333-3072
> E-Mail: reaster@uillinois.edu
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> 414 Administrative Office Building
> 1737 West Polk Street
> Chicago, Illinois 60612
> Phone: (312) 413-9097
> FAX: (312) 412-8301
>
> **From:** Richard S Hill [mailto:[redacted]
> **Sent:** Thursday, November 13, 2014 9:43 PM
> **To:** [redacted]extcontact; Robert A. Easter; Allen-Meares, Paula (UIC); Wise, Phyllis M
> **Cc:** Ewald, Ed; [redacted] Easter, Robert A; [redacted]; Nelson, Peter C (UIC); Azar, Dimitri T (UIC); Thomas R. Bearrows; jscohen@tribune.com
> **Subject:** Re: Hiring of James Kilgore-Enough is Enough
>
> Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted]
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted] <carl.vacketta@dlapiper.com>
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted]

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

US US US
[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill <[redacted] wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.
>
> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Clements, Vicki

From: [redacted]
Sent: Thursday, November 13, 2014 7:51 AM
To: [redacted]
Cc: Robert A. Easter; Ewald, Ed; Kennedy, Christopher G.; ewald@UIF.illinois.edu; [redacted] pwise@uiuc.com; [redacted] Azar, Dimitri T (UIC); Nelson, Peter C (UIC)
Subject: Re: Hiring of James Kilgore-Enough is Enough

To All: I have two thank you's to make and then some reflections. First the thank you's:

Thank you to [redacted] for his ability to articulate what many think and feel; and to do it in a way which leaves no ambivalence as to his message and intent!

Thank you to our Chair for [redacted] decision; leadership is all about making the difficult or unpopular decision; making a decision and not equivocating!

Some Reflections
It seems to me that there is a very vocal voice in the UI Academy that has lost its way. Academic freedom is not an inalienable right; rather it is a privilege granted by an enlightened and free society. Academic freedom must be anchored by responsibility; a responsibility that is reciprocal for the granting of the privilege. Academic freedom without responsibility is an unguided missile of destruction; an unguided missile that is particularly dangerous when it is charged with the shaping and preparing of our nation's next generation. Our country is not about tribes; it is not about geography; it is not about religions; it IS about ideas. The idea of America is both our moorings and our North Star. Academic freedom is the caldron in which each generation learns to test, to debate, and to put its hands on the wheel of steering the ongoing process of what is democracy and what is America.
Academic freedom: a privilege uniquely granted; a responsibility of national dimensions.
The Chair has faced the challenge of responsibility; will the Academy do likewise?
The [redacted] ballot and the ballots of the many for whom he speaks hang in the balance.

Best Regards to all!
[redacted]

Sent from my iPad

On Nov 12, 2014, at 12:12 PM, "Richard S Hill" <[redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

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It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Clements, Vicki

From: Chris Kennedy <[redacted]
Sent: Wednesday, November 12, 2014 3:40 PM
To: [redacted]
Cc: Robert A. Easter; Ewald, Ed; Kennedy, Christopher G.; ewald@UIF.illinois.edu; [redacted].; pwise@uiuc.com; [redacted] Azar, Dimitri T (UIC); Nelson, Peter C (UIC)
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill <[redacted] wrote:

> Ladies and Gentleman,
>
> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.
>
> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.
>
> Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.
>
> The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like

Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

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Sincerely

Rick Hill

Clements, Vicki

From: Hardy, Thomas P
Sent: Wednesday, November 12, 2014 2:37 PM
To: Easter, Robert A; Kies, Susan Mary
Cc: Clements, Vicki
Subject: FW: JAMES KILGORE re commitment

Bob and Susan,

Fyi...Message re Kilgore passed along from UIF. Please read from bottom up.

Tom

From: Mudrick, Lissa May
Sent: Wednesday, November 12, 2014 2:01 PM
To: Kaler, Robin Neal
Cc: Hardy, Thomas P
Subject: RE: JAMES KILGORE

Thank you, both. Please let me know if it is helpful to have additional background.

Lissa May Mudrick
Senior Director of Advancement
College of Liberal Arts and Sciences | Office of Advancement
2111 South Oak Street | Suite 100 | MC 608
Champaign, Illinois 61820
office: 217.333.7285 | cell: 217.369.3821

From: Kaler, Robin Neal
Sent: Wednesday, November 12, 2014 2:00 PM
To: Mudrick, Lissa May
Cc: Hardy, Thomas P
Subject: RE: JAMES KILGORE

Hi Lissa:

Tom Hardy handles communication for Pres. Easter. I'm adding him to this thread.

Thanks,
r

From: Mudrick, Lissa May
Sent: Wednesday, November 12, 2014 1:56 PM
To: Kaler, Robin Neal
Subject: FW: JAMES KILGORE

Dear Robin,

This message is from someone who was [redacted]. Please see his message below which he would like to be shared with the President.

May I ask how best to respond to his message?

Thank you, Robin!

Lissa May Mudrick
office: 217.333.7285 | cell: 217.369.3821
mudrick@illinois.edu

From: [redacted]
Sent: Wednesday, November 12, 2014 11:34 AM
To: Mudrick, Lissa May
Subject: JAMES KILGORE

Lissa –

More than disappointed that the University of Illinois is considering hiring James Kilgore – [redacted] – please forward to the president of the University –

[redacted] –

Clements, Vicki

From: Hardy, Thomas P
Sent: Wednesday, November 12, 2014 2:32 PM
To: Easter, Robert A
Cc: Devocelle, Michael J; Clements, Vicki; Hardy, Thomas P
Subject: Kilgore FOIA records re KCPA course
Attachments: Letter.634.pdf; Teaching.332.pdf

Bob,
Fyi...Attached are two email strings included in responsive documents to Kilgore FOIA requests; these were in documents provided to Sen. Rose as well as some media.

The "Teaching.332" email string is probably the one referenced by Sen. Rose to you in which Kilgore and the Engagement Director for KCPA discuss how Kilgore might contribute as a visiting lecturer to a performing arts course. Sen. Rose's attention as expressed to you seems drawn to this passage in an early email exchange from Kilgore to the KCPA director: "I am not quite sure what I might add to this. As it stands, it looks very much like students responding to a number of performance of different genres and media. This feels a little far afield to me unless the performances are either largely focused on Africa or on issues of criminal justice/mass incarceration where my expertise lies."

The "Letter.634" is an email string between an emeritus faculty member and several campus leaders, including you, last June. In it the author takes issue with Kilgore's self-reference to his past offenses as merely "political," and the author researched Kilgore's scholarly papers and found them lacking (The campus committee apparently neither interviewed Kilgore nor reviewed his scholarly work). The email author's comments include: "I think that very few people would consider armed robbery, conducted under circumstances where the only people in range of the weapons were innocent bystanders or low-level bank employees, to qualify for the phrase "political offense". Kilgore to this day, in his writings and on his web site, uses this phrase to describe his acts...I find this self-description to be disingenuous at best, or at worst so misleading as to verge on outright dishonesty, because it implies that he was a victim of political persecution rather than the perpetrator of violent crimes...I have now searched for scholarly papers by Kilgore in the Google Scholar database and read a few. In my view they do not qualify as scholarship. The journals in which he publishes have journal impact factors near zero, which means that almost nobody cites them. My impression is that they are essentially academic vanity presses, established to publish polemics that would not be acceptable to normal scholarly journals. Kilgore's papers themselves do not represent intellectual inquiry, but rather are tendentious polemics decorated with literature citations. One hallmark of legitimate scholarship is originality. I do not find significant originality in his analysis of social, political, or economic issues." I included this as an example that faculty opinion about Kilgore is not monolithically supportive.

Thanks,
Tom H

Clements, Vicki

From: [redacted]
Sent: Friday, December 05, 2014 8:11 AM
To: President Easter
Subject: Kilgore

It saddens me once again to hear of the outrageous judgement being used on American soil and in our own Universities in the employment of convicted terrorists. When we send our sons and daughters off to college one would hope, at the University level , they would be inspired and influenced by professors that have respect for America, are law abiding citizens and have at least some degree of integrity. So much for shaping and forming our future great leaders. Shame on you!!! It's disgraceful to fill the minds of our young adults with America hating garbage and perpetuate a mindset that remotely resembles Mr Kilgore. Shame on you!!!

Thoroughly disgusted,

[redacted]

Clements, Vicki

From: [redacted]
Sent: Wednesday, November 12, 2014 1:48 PM
To: President Easter
Subject: James Kilgore
Attachments: Myrna Opsahl.jpg

President Easter, I implore you to block the hiring of James Kilgore. I have never been ashamed of my alma mater... please don't turn it into the bolded phrase below.

"***University of Illinois system's semi-prestigious flagship campus at Urbana–Champaign***."

Regards,

[redacted]

Clements, Vicki

From: [redacted]
Sent: Wednesday, November 12, 2014 11:52 AM
To: President Easter
Subject: Kilgore

Dear President Easter,
As a U of I alumna, taxpayer of Illinois, and mother of 3 college-aged children, I strongly protest any actions to hire Mr Kilgore, a convicted murderer, radical terrorist, and overall menace to society. It is disappointing that U of I would even contemplate hiring such a despicable human being.

[redacted]

NEWS AND TRENDS, Nov 27-Dec 1, 2014

1 message(s)

Date: Mon Dec 01 2014 07:26:24 GMT-0700 (MST)
From: Ginny Hudak-David
To: [redacted]
CC:
ID: 14a063ec7fd766ee

NEWS AND TRENDS, Nov 27-Dec 1, 2014

1 -- U. of I. rehiring of controversial prof imperils donor funds, Tribune, Nov 30
2 -- Next U. of I. president eager to get going, may start job early, Sun-Times, Nov 30
3 -- 'Excitement in the air': A chat with the incoming UI president, NG, Nov 29
4 -- Illinois attorney general files notice of appeal in pension case, SJR, Nov 26
5 -- Illinois retains Beckman as coach, St Louis Today, Dec 1
6 -- Health care needs for rural areas in spotlight, Journal-Courier (Jacksonville, IL), Nov 30
7 -- Students' Long Paths to Completion Carry Major Financial Consequences, CHE, Dec 1

1 -- U. of I. rehiring of controversial prof imperils donor funds

Two academic programs at the University of Illinois at Urbana-Champaign have begun the process of rehiring controversial professor James Kilgore — a decision that could have financial implications for the public university system.

…

Kilgore, 66, told the Tribune that two academic units — the Center for African Studies and the Global Studies program — have "made requests" to hire him for the spring semester that begins in January. Kilgore said he has been transformed since he participated in the Symbionese Liberation Army, a 1970s-era radical group.

But if Kilgore does rejoin the faculty, at least one major university donor has said he will withdraw his pledged support, which would mean about $4.5 million to the University of Illinois at Chicago's bioengineering department. Both UIC and the Urbana-Champaign campus are part of the U. of I. system.

Chicago businessman Richard Hill last year pledged $6.5 million to UIC's bioengineering department, the largest gift in the history of the College of Engineering and one that brought praise from Gov. Pat Quinn and Chicago Mayor Rahm Emanuel. Hill said he has given about $2 million so far but will not follow through with the remaining $4.5 million if Kilgore goes back on the U. of I. payroll.

"I no longer wish to be associated with University of Illinois," he wrote in a letter to top U. of I. officials after the board's decision. "The Academy at the University of Illinois has clearly lost its moral compass."

…

Hill, the UIC donor, said he also has been upset by other recent U. of I. faculty decisions, including the near-hire of Steven Salaita, whose job offer was pulled weeks before he was to start after he posted numerous anti-Israel tweets, some of which contained profane and inflammatory language. Faculty at the U. of I. and nationwide have protested the Salaita decision, saying it was an affront to free speech and academic freedom.

Hill faulted the university faculty, which he claims looks out for its own interests over those of Illinois' citizens.

"The board rightly decided to push this decision back down to the department level, that is where it belongs," Hill said. "The question remains, will they realize the magnitude of their decision or will they defend the indefensible? Will the faculty rally around right vs. wrong and make the decision not to rehire this individual? That is what I am waiting to see."

U. of I. officials said they are unaware of any donor other than Hill who has withdrawn support because of the Kilgore decision.

…

http://www.chicagotribune.com/news/ct-james-kilgore-hiring-met-20141130-story.html#page=1

2 -- Next U. of I. president eager to get going, may start job early

The next president of the University of Illinois says he is negotiating to start his new job this spring, a few months earlier than his official July 1 start date.

That's how much Timothy L. Killeen wants to get going on what is admittedly the most ambitious transition of his career.

…

Killeen said he will start consulting this week with an advisory group of students and faculty who will provide insight into pressing issues at the University of Illinois. It will be a small group — fewer than 10, he said.

"I am very anxious to get the faculty voice and advice that any new, incoming president would want to get — an understanding of all the issues they care deeply about," Killeen said, noting he doesn't feel as though he is starting from scratch because he has long admired the University of Illinois.

Asked about the need to restore trust and morale among the faculty, who have been roiled by controversial hiring and firing decisions, most notably the board of trustees' decision to rescind a job offer to professor Steven Salaita after he tweeted anti-Israel diatribes, Killeen said he believes in setting a tone and defining a culture that can motivate people.

"I'm not going to assume anything is broken," he said. "I believe people are motivated, strive for excellence and are strongly vested in an empowering, positive image."

…

http://chicagosuntimes.com/news/new-u-of-i-president-eager-to-get-going-may-start-job-early/

3 -- 'Excitement in the air': A chat with the incoming UI president

So we know Timothy Killeen is a rocket scientist and has a long higher education resume.

But did you know that the future University of Illinois president played soccer and rugby in Wales, is a classical guitarist and art aficionado, and was once a Michigan football fan?

…

http://www.news-gazette.com/news/local/2014-11-29/excitement-air-chat-incoming-ui-president.html

4 -- Illinois attorney general files notice of appeal in pension case

Illinois Attorney General Lisa Madigan's office on Wednesday filed its notice of appeal to the Illinois Supreme Court of last week,s ruling that the state's pension reform law is unconstitutional.

Madigan's office said a separate motion will be filed with the court asking for an expedited ruling in the case.

Sangamon County Circuit Judge John Belz last week ruled that the year-old pension reform law passed by the General Assembly was unconstitutional. Belz rejected arguments that Illinois has special police powers it can invoke in cases of emergency, such as the state's ongoing financial crisis. Lawyers for the state maintained that those powers allow the state to reduce pension benefits to deal with the crisis.

…

http://www.sj-r.com/article/20141126/News/141129595#ixzz3KeafmuJJ

5 -- Illinois retains Beckman as coach

Tim Beckman has answered his boss's "bowl or bust" decree.

Thanks to a late-season surge, Beckman will continue as University of Illinois football coach in 2015, the university confirmed Sunday.

The university's brief, written announcement included no mention of a contract extension. Unless that happens, Beckman remains under contract through 2016. His record through three seasons is 12-24, including 4-20 in the Big Ten.

…

http://www.stltoday.com/sports/college/illinois-retains-beckman-as-coach/article_aad1bb30-4788-5e30-b7ee-19e8e4bfed7a.html

6 -- Health care needs for rural areas in spotlight

Health care officials are trying to draw attention to what they say are the unique challenges of health care access in downstate and rural Illinois.

…

While 25 percent of Illinois residents live in rural areas, only 10 percent of physicians practice there. Compared to an urban setting, rural communities suffer from a higher percentage of uninsured residents, higher poverty rates and much longer travel distances to access care.

…

To help address the rural physician shortage, the University of Illinois at Rockford established the Rural Medical Education Program in 1993 to specifically recruit and train medical students to practice in rural settings upon graduation. The program has since graduated more than 260 students, the majority of whom are practicing in rural Illinois.

…

http://www.myjournalcourier.com/news/health-home_top-news/50770255/Health-care-needs-for-rural-areas-in-spotlight

7 -- Students' Long Paths to Completion Carry Major Financial Consequences

Bloated curricula, remediation roadblocks, and students' meandering path through college are contributing to a completion crisis that is costing students and their parents billions of extra dollars a year, according to a report released on Monday by Complete College America.

The report, "Four-Year Myth," will be the centerpiece of discussions on Monday and Tuesday here at the annual meeting of the nonprofit group's Alliance of States. Participants include college administrators, policy makers, and legislators from 35 states whose governors and higher-education leaders have pledged to make completion a top priority and to follow strategies outlined by Complete College America, the group says. Those include tying a portion of states' higher-education allocations to graduation and retention rates, eliminating most stand-alone remedial courses, and streamlining degree requirements.

The nonprofit group, which is heavily financed by the Bill & Melinda Gates Foundation, has as one of its mantras "time is the enemy of college completion."

…

http://chronicle.com/article/Students-Long-Paths-to/150295/

WEBSITES and BLOG LINKS
Phyllis Wise's blog: http://illinois.edu/blog/view/1109
Paula Allen-Meares' website: http://www.uic.edu/index.html/Chancellor/
Susan Koch's blog: http://chancellorblog.uis.edu/
All news stories available in full later today at:
http://www.uillinois.edu/cms/one.aspx?portalId=1117531&pageId=1445626
subscribe || unsubscribe

FW: Tribune story re James Kilgore

1 message(s)

Date: Mon Dec 01 2014 06:35:55 GMT-0700 (MST)
From: "Kies, Susan Mary"
To: "Kies, Susan Mary"
CC: "Easter, Robert A" , '[redacted] , "Ike Saunders ([redacted] , "Bearrows, Thomas" , "Hardy, Thomas P"
ID: 14a0610b938f640d

TO: Members of the Board of Trustees and Mr. McKeever

Tom Hardy has requested that I send the article (below) that appears in today's *Tribune*.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350

506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

Subject: Tribune story re James Kilgore

Sent at the request of Tom Hardy.

U. of I. rehiring of controversial prof imperils donor funds

Two academic programs at the University of Illinois at Urbana-Champaign have begun the process of rehiring controversial professor James Kilgore — a decision that could have financial implications for the public university system.

Kilgore, who spent about five years in prison for his part in a 1970s murder, worked as a lecturer and researcher at the U. of I. from 2010 until earlier this year. His employment was not approved for this semester after his criminal past became public and university board members expressed concern.

Earlier this month, however, after faculty pressure to reinstate him, a divided U. of I. board of trustees cleared the way for his rehiring, saying academic units should act under "their existing hiring practices" for part-time faculty, which leaves employment decisions to campus officials.

Kilgore, 66, told the Tribune that two academic units — the Center for African Studies and the Global Studies program — have "made requests" to hire him for the spring semester that begins in January. Kilgore said he has been transformed since he participated in the Symbionese Liberation Army, a 1970s-era radical group.

But if Kilgore does rejoin the faculty, at least one major university donor has said he will withdraw his pledged support, which would mean about $4.5 million to the University of Illinois at Chicago's bioengineering department. Both UIC and the Urbana-Champaign campus are part of the U. of I. system.

Chicago businessman Richard Hill last year pledged $6.5 million to UIC's bioengineering department, the largest gift in the history of the College of Engineering and one that brought praise from Gov. Pat Quinn and Chicago Mayor Rahm Emanuel. Hill said he has given about $2 million so far but will not follow through with the remaining $4.5 million if Kilgore goes back on the U. of I. payroll.

"I no longer wish to be associated with University of Illinois," he wrote in a letter to top U. of I. officials after the board's decision. "The Academy at the University of Illinois has clearly lost its moral compass."

He expanded on his position in further emails with the Tribune, saying the money is available if the university "does the right thing."

"I will not contribute neither time nor money to such a morally debased enterprise," Hill said. "If they stand up and police their own organization to assure they are of the highest standards, I will stand with them till my dying days."

The bioengineering department was named for Hill, making it the first named department at UIC. It's unclear what will happen if he withdraws the promised funding. In all, Hill has given or committed about $8.8 million to UIC.

Hill, a 1974 UIC bioengineering graduate, is the retired CEO of Novellus Systems, a semiconductor capital equipment company. He grew up on Chicago's South Side and is a past chairman of the U. of I. Foundation board.

Hill immediately resigned as a board member of the foundation, the university's fundraising arm, after the Nov. 13 board decision that paved the way to rehire Kilgore. After that decision, Urbana-Champaign campus Chancellor Phyllis Wise said academic units would be able to "do what they want to."

Kilgore said Monday he is looking forward to returning to the university. He said he has discussed teaching one class next semester with the Global Studies program, a unit within the College of Liberal Arts and Sciences, and working on outreach and fundraising with the Center for African Studies.

He said he is waiting for the contracts to get approved.

"I am interested in working and not having any more attention focused on me," Kilgore said.

Thomas Bassett, director of the Global Studies program, said his department approved Kilgore to teach one undergraduate seminar next semester: "Sweat Shops or Flat World Opportunities? Exploring the New World of Work." He said he hopes to hear from the university's human resources department soon to finalize the hiring process.

"We are looking forward to James returning to Global Studies," Bassett said. "He is an excellent teacher."

Kilgore began working as a part-time, nontenured professor and research scholar in 2010. His employment become an issue in February when a Champaign newspaper detailed his former involvement with the Symbionese Liberation Army, including his role in a 1975 armed robbery that left a bank customer dead.

After that incident, Kilgore lived and worked in Africa for many years, under an alias, according to his resume. He was arrested in South Africa in 2002, extradited to the U.S. and pleaded guilty to second-degree murder and possession of an explosive device for his role in the robbery. He was released from prison in 2009.

Soon after his release, Kilgore applied for a position at the U. of I. He wrote to Merle Bowen, director of the Center for African Studies, where his wife was a member of the center's advisory committee. She also is a full-time professor of history and gender/women's studies at the U. of I.

The next day, Bowen wrote back that he would be hired, document show. Since then, Kilgore has held 13 positions in eight academic units. By many accounts, he is a respected teacher, writer and activist in the Champaign-Urbana community.

A U. of I. committee appointed earlier this year to look into Kilgore's employment said that a criminal check was not required when he was hired, and that all hiring policies had been followed. The report said Kilgore "voluntarily disclosed" his criminal history and that he should be allowed to work at the university.

Hill, the UIC donor, said he also has been upset by other recent U. of I. faculty decisions, including the near-hire of Steven Salaita, whose job offer was pulled weeks before he was to start after he posted numerous anti-Israel tweets, some of which contained profane and inflammatory language. Faculty at the U. of I. and nationwide have protested the Salaita decision, saying it was an affront to free speech and academic freedom.

Hill faulted the university faculty, which he claims looks out for its own interests over those of Illinois' citizens.

"The board rightly decided to push this decision back down to the department level, that is where it belongs," Hill said. "The question remains, will they realize the magnitude of their decision or will they defend the indefensible? Will the faculty rally around right vs. wrong and make the decision not to rehire this individual? That is what I am waiting to see."

U. of I. officials said they are unaware of any donor other than Hill who has withdrawn support because of the Kilgore decision.

"To my knowledge, there are no other donors who have expressed the concern of withholding future gifts," said Chad Ruback, the U. of I. Foundation's vice president of marketing and donor relations.

Several lawmakers, however, have expressed concern. State Rep. Jeanne Ives, R-Wheaton, said she "must take into consideration how the funding that is given to any public institution is used by that institution."

"I strongly suggest that the university begin to put into place an objective set of standards for employment at the university, including comprehensive background checks, that does not allow for the discrepancies and inconsistencies in its recent past," Ives said in a statement.

"I further recommend the university demonstrate more responsible and constructive choices in hiring faculty for the university."

http://www.chicagotribune.com/news/ct-james-kilgore-hiring-met-20141130-story.html#page=1
11/30/14 5:07 pm

Ginny Hudak-David
Senior Associate Director
Office for University Relations
University of Illinois
Urbana-Champaign, Chicago, Springfield
108 HAB, Urbana, IL 61801
217-333-6400
hudakdav@uillinois.edu uillinois.edu/our

Under the Illinois Freedom of Information Act, any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure. Individuals should not have an expectation of confidentiality or privacy.

FW: Tribune/J. Cohen story re Rick Hill–J. Kilgore

1 message(s)

Date: Mon Nov 24 2014 14:44:16 GMT-0700 (MST)
From: "Kies, Susan Mary"
To: "Kies, Susan Mary"
CC: "Easter, Robert A" , "Hardy, Thomas P" , "Bearrows, Thomas" , "[redacted]"
"[redacted]"
ID: 149e3c3394459985

TO: Members of the Board of Trustees and Mr. McKeever

Please see the note (below) from Tom Hardy regarding an article that may appear tomorrow in the *Tribune* concerning the Kilgore Matter and reaction of Rick and [redacted] Hill.

Susan
Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
H: [redacted]
C: [redacted]
O: (217) 333-1920
kies@uillinois.edu

From: <Hardy>, Thomas Hardy <hardyt@uillinois.edu>
Date: Monday, November 24, 2014 at 3:33 PM
Subject: FW: Tribune/J. Cohen story re Rick Hill--J. Kilgore

Bob and Susan,

This is to alert you that Jodi Cohen of the Chicago Tribune is working on a story that probably will appear tomorrow regarding former UIF board chair Rick Hill's promise to rescind his gifts and step down from his U of I-related advancement roles if James Kilgore is rehired by the Urbana campus. Ms. Cohen has interviewed Mr. Hill and he provided her with copies

of his letters to trustees and others at the time of the November board meeting expressing his displeasure. She has inquired whether other donors have expressed similar displeasure and intentions to withhold or stop making gifts; whether the Rick and Loan Hill name will remain on the UIC bioengineering department; and whether UIC and the UIF are disappointed by this turn of events. UIF's response is that while many people express their opinions to the foundation about a range of matters every day—e.g., athletics, tuition, the Chief, Kilgore, etc.—we don't generally talk about donor intentions; Mr. Hill's generous support of the university is greatly appreciated.
A copy of Mr. Hill's letter is pasted below for reference.

Thanks,

Tom H

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

FW: NG's Jim Dey re James Kilgore

1 message(s)

Date: Sun Nov 23 2014 06:55:20 GMT-0700 (MST)
From: "Kies, Susan Mary"
To: "Kies, Susan Mary"
CC: "Easter, Robert A" , "Bearrows, Thomas" , "Hardy, Thomas P" , "[redacted]" , "Hudak-David, Virginia"
ID: 149dcef95503aacc

TO: Members of the Board of Trustees and Mr. McKeever

Also in the *News Gazette* today: a Jim Dey article regarding James Kilgore.

Please see below.

Susan

From: <Hudak-David>, Virginia Hudak-David <hudakdav@uillinois.edu>
Date: Sunday, November 23, 2014 at 7:42 AM
Subject: NG's Jim Dey re James Kilgore

Jim Dey: With Kilgore, the past isn't past because he's basically the same guy

Sun, 11/23/2014 - 7:00am | Jim Dey

University of Illinois faculty supporters of onetime SLA terrorist James Kilgore have one less reason to rage at the machine now that they've won the argument over the convicted murderer's rehiring.

But they need not have become so exorcised over the matter. Kilgore was destined to return to the UI's loving embrace — and achieve celebrated martyr status in the process — the minute Chancellor Phyllis Wise bowed to campus protests and appointed a faculty committee to study Kilgore's situation and make recommendations.

Naturally, the committee recommended rehiring Kilgore. How could they have not? And, further, why not?

What better place for someone of Kilgore's background than the natural habitat of a major university campus? It's the ultimate political sandbox for self-styled radicals who delight in shaking their fists at the man. It's not just fun for these self-aggrandizing rebels, but risk-free,

thanks to the concepts of tenure and academic freedom.

Let's call it what it really is — the equivalent of streaking for adults too old to take their clothes off in public.

Prudes on and off campus may be shocked an individual whose crimes were so vicious — including bank robbery, murder, multiple bombings — would be knowingly hired by one of the world's great research universities. But campus cognoscente were shocked by the notion that anyone would object.

One Kilgore job included working as an academic hourly employee on the Education Justice Project conducted by the Center on Democracy in a Multiracial Society, a campus redoubt for small-time lefties.

"Professor (Rebecca) Ginsburg made it clear that Mr. Kilgore was not hired 'in spite of his past' but rather was hired 'because of his past,'" the report states. "It made sense to Professor Ginsburg to hire a formerly incarcerated person who also had the requisite scholarly training to develop a bibliography directed at incarceration."

Another professor involved in a Kilgore hire knew him from his days as a fugitive from the FBI in South Africa.

"(Professor Faranak) Miraftab had been hiring Mr. Kilgore as an academic hourly to perform research under her direction. Mr. Kilgore was a former colleague of Professor Miraftab from South Africa," the committee report states.

The entire Kilgore controversy stems from his mid-1970s activities as an energetic member of a cult called the Symbionese Liberation Army, a vicious group of lunatics who wanted to overthrow the government.

Led by an escaped convict named Donald DeFreeze, this handful of political crackpots assassinated the superintendent of the Oakland schools and severely wounded one of the superintendent's top aides. They kidnapped publishing heiress Patty Hearst and held her for ransom. Most were killed in a savage televised shootout with the Los Angeles Police Deparment.

Three original SLA members remained — Bill and Emily Harris and SLA-kidnap-victim-turned-revolutionary-convert Hearst, and they ultimately joined forces with Kilgore and his girlfriend.

Together, they gave birth to a second, equally dangerous SLA.

Kilgore defenders note that was 40 years ago, suggesting it no longer matters.

But that assertion reminds of the William Faulkner quote, "The past is not dead. Actually, it's not even past."

Kilgore's past isn't past because he's pretty much the same guy now that he was then, just older and wiser in his tactics.

That's not what he suggests, of course. Kilgore gave an impassioned address to UI trustees in which he described feeling "shame" for his past conduct. He didn't go into detail about what exact conduct he regrets. But he minimizes his role in two bank robberies in which he and his heavily armed colleagues participated.

He doesn't have much to say about Myrna Opsahl, the mother of four who was shot and killed during one bank robbery, or about the miscarriage they caused when one of the robbers kicked a pregnant bank teller in the stomach.

Instead, he presents himself to the public in a much more benign way, as expressed in a website that touts his fiction writing.

"The author, James Kilgore, lived as a fugitive in South Africa from 1991 to 2002 under the name John Pape. He was an educator, researcher and activist. In 2002, authorities extradited him to the United States where he served six and a half years in prison for political offenses

committed in the 1970s," the author biography states.

The phrase "political offenses" suggests Kilgore sees himself as the victim of an oppressive, dictatorial regime. That's an interesting way to describe robbing banks, taking innocent life, trying to kill police officers by bombing their squad cars and attempting to kill and maim military veterans attending a convention.

By the Kilgore standard, the surviving Boston Marathon bomber is a political prisoner, too.

Kilgore now says he rejects what he calls the "politics of small-group violence." But examine that phrase carefully — its narrow meaning speaks volumes.

Kilgore didn't say he rejects violence as a political tool. He didn't say he rejects large-group violence as a political tool. He said he rejects "small-group violence."

Why reject one and not the other? Kilgore concluded decades ago, when he first went on the lam, that the SLA's efforts to bring down American democracy were not morally wrong, but futile because they were destined to fail. The SLA was so small, and the federal government so big.

Even worse, his ill-advised flirtation with political revolution was personally catastrophic, causing him to spend decades in hiding, six-plus resentment-filled years in prison and additional time on parole and home confinement. It was a real bummer.

But that's over now. Kilgore is ready for a comeback — tanned, rested and ready. He praised the Wise committee for demonstrating "integrity" in endorsing his re-employment — another interesting choice of words from someone of Kilgore's demonstrated character and judgment.

Jim Dey, a member of The News-Gazette staff, can be reached by email at jdey@news-gazette.com or at 351-5369.

http://www.news-gazette.com/opinion/columns/2014-11-23/jim-dey-kilgore-past-isnt-past-because-hes-basically-same-guy.html

Dispatch for the week of November 17th and Update to Communication Regarding James Kilgore

1 message(s)

Date: Fri Nov 21 2014 15:06:35 GMT-0700 (MST)
From: "Abel, Julia L. Via BoardVantage"
To: [redacted]
CC:
ID: 149d46481ad34055

From: **Abel, Julia L.**

Company: **University of Illinois**

Dispatch for the week of November 17th and Update to Communication Regarding James Kil

The Dispatch for the week of November 17th is now available in the BoardVantage portal New correspondence has also been added to the Communication Received Regarding Jan Kilgore. The most recent emails appear at the beginning of the book.

Thank you!
Julia

Contact ecsupport@boardvantage.com| Copyright @2014 BoardVantage Inc. All rights reserved.

Re: Wheeler's report

4 message(s)

Date: Sun Nov 16 2014 08:56:03 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 149b9516813e6f06

Chris,

I am glad they reinstated Kilgore, though I am not a great fan of him personally. Sometimes we all have tough choices to make, and this one was hard.

Thanks for being a great Chairman, and if you ever need help with a political campaign, I'd love to volunteer.

Thanks,

[redacted]

On Nov 10, 2014, at 3:01 PM, [redacted] wrote:

Chris

They speak so highly of you. [redacted]

Thanks, [redacted]

[redacted]

Sent from mobile device and probably flawed

------ Original message -------
From: Chris Kennedy <[redacted]

Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted] <[redacted]
Cc:
"<[redacted] <[redacted] Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a [redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy

[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] <[redacted] wrote:

>

> Hi Chairman Kennedy,

>

> I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

>

> I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

>

> Thanks,

>

>[redacted]

>

>

>[redacted]

>

>

>

>

>

[redacted]

Thanks for this

I am a[redacted]

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Christopher G. Kennedy

[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] <[redacted] wrote:

>

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>

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>

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>

> Thanks,

>

>[redacted]

>

>

>[redacted]

>

>

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>

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>

Fwd: Wheeler's report

4 message(s)

Date: Sun Nov 16 2014 09:19:12 GMT-0700 (MST)
From: Chris Kennedy
To: Robert A Easter , Larry Shook
CC:
ID: 149b966b22112032

[redacted]

Christopher G. Kennedy
[redacted]

Begin forwarded message:

From: [redacted] <[redacted]
Date: November 16, 2014 at 9:56:03 AM CST
To: Chris Kennedy <[redacted]
Subject: Re: Wheeler's report
Chris,

I am glad they reinstated Kilgore, though I am not a great fan of him personally. Sometimes we all have tough choices to make, and this one was hard.

Thanks for being a great Chairman, and if you ever need help with a political campaign, I'd love to volunteer.

Thanks,

[redacted]

On Nov 10, 2014, at 3:01 PM, [redacted] wrote:

Chris

They speak so highly of you. [redacted]

Thanks, [redacted]

Sent from mobile device and probably flawed

------- Original message -------
From: Chris Kennedy <[redacted]

Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted] <[redacted]
Cc:
"<[redacted] <[redacted] Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a[redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

On Nov 10, 2014, at 1:44 PM, [redacted] <[redacted] wrote:Hi Chairman Kennedy,I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.Thanks, [redacted]

Thanks for this

I am a[redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

On Nov 10, 2014, at 1:44 PM, [redacted] <[redacted] wrote:Hi Chairman Kennedy,I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.Thanks, [redacted]

Re: Wheeler's report

4 message(s)

Date: Sun Nov 16 2014 09:36:08 GMT-0700 (MST)
From: "Easter, Robert A"
To: Chris Kennedy
CC: "Schook, Lawrence B" , "Clements, Vicki"
ID: 149b9763701d4122

[redacted] from time to time and would agree that [redacted].

Sent from my iPad
Robert A. Easter, Ph.D.
President, University of Illinois

506 S.Wright Street
Urbana, Illinois 61801
(217)333-3070
FAX (217)333-3072
E-mail: reaster@uillinois.edu

1737 West Polk Street
Chicago, Illinois 60612
(312)413-8301
FAX (312)413-8301

On Nov 16, 2014, at 10:19 AM, "Chris Kennedy" <[redacted] wrote:

[redacted]

Christopher G. Kennedy
[redacted]

Begin forwarded message:

From: [redacted] <[redacted]
Date: November 16, 2014 at 9:56:03 AM CST
To: Chris Kennedy <[redacted]
Subject: Re: Wheeler's report
Chris,

I am glad they reinstated Kilgore, though I am not a great fan of him personally. Sometimes we all have tough choices to make, and this one was hard.

Thanks for being a great Chairman, and if you ever need help with a political campaign, I'd love to volunteer.

Thanks,

[redacted]

On Nov 10, 2014, at 3:01 PM, [redacted] wrote:

Chris

They speak so highly of you. [redacted]

Thanks, [redacted]

[redacted]

Sent from mobile device and probably flawed

------ Original message -------
From: Chris Kennedy <[redacted]

Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted]
Cc:
"<[redacted] Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a [redacted]

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Chris

Christopher G. Kennedy
[redacted]

On Nov 10, 2014, at 1:44 PM, [redacted] wrote:Hi Chairman Kennedy,I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.[redacted]

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[redacted]

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Re: Wheeler's report

4 message(s)

Dispatch for the week of November 10th and Update to Communication Received Regarding James Kilgore

1 message(s)

Date: Fri Nov 14 2014 15:52:20 GMT-0700 (MST)
From: "Abel, Julia L. Via BoardVantage"
To: [redacted]
CC:
ID: 149b081de579e04b

From: **Abel, Julia L.**

Company: **University of Illinois**

Dispatch for the week of November 10th and Update to Communication Received Regarding J Kilgore

The Dispatch for the week of November 10th is now available in the BoardVantage portal The Board Book titled "Communication Received Regarding James Kilgore" has also been updated and the most recently received emails are at the beginning of the book.
Thank you!
Julia

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NEWS AND TRENDS, Nov 14, 2014

1 message(s)

Date: Fri Nov 14 2014 08:09:12 GMT-0700 (MST)
From: Jillian Weathers
To: [redacted]
CC:
ID: 149aed9de4c0262a

NEWS AND TRENDS, Nov 14, 2014

1 -- U. of I. clears way for convicted radical to teach again, Tribune, Nov 14

2 -- Kennedy exiting as U. of I. board chair; Quinn urges push for more funding, Tribune, Nov 13
3 -- U. of I. trustees approve $180,000 bonus for outgoing president, Tribune, Nov 13
4 -- Big Bucks and the Big U, NG Editorial, Nov 14
5 -- Quinn says goodbye to U of I board; chair leaving when term ends, Sun-Times, Nov 13

1 -- U. of I. clears way for convicted radical to teach again

In a change of direction, University of Illinois officials paved the way Thursday for convicted felon James Kilgore to again teach on campus, the latest controversial faculty decision at the state school.

Kilgore's contract was not renewed after his criminal past was the subject of a newspaper story and board members expressed concern about his employment. But on Thursday, U. of I. board members, including Chairman Christopher Kennedy, who once referred to Kilgore as a "domestic terrorist," decided to allow university officials to rehire Kilgore if they choose.

"We are going to let the (academic) units do what they want to," Urbana-Champaign Chancellor Phyllis Wise said, referring to a committee report released recently that suggested he be allowed to teach. "We are going to go ahead and follow the recommendations of the report."

Board members discussed Kilgore's employment Thursday during a closed-door session on the University of Illinois at Chicago campus. The board released a statement after the meeting saying it had "engaged in a robust debate that represented a wide range of divergent viewpoints" regarding Kilgore.

It concluded that the president should develop clear policies regarding hiring decisions of part-time and adjunct faculty, but that in the meantime, campus officials "should continue acting under their existing hiring practices for these types of positions."

Provost Ilesanmi Adesida will share the news with academic department heads, who can then decide whether to rehire Kilgore, Wise said.

Reached Thursday night, Kilgore praised university officials.

"The university in making this decision, if I am rehired, is recognizing that people can change and that people should be given second chances and that when they prove themselves, they shouldn't simply be dismissed from their position on the basis of their criminal background or their past," he said.

…

In a May speech to the board of trustees, Kilgore urged the board to allow him to continue working at the university.

"Many people with felony convictions want to give back to their communities, and one of the best ways to do this is to teach young people how to avoid a destructive path," Kilgore said.

While U. of I. trustees largely stayed quiet about Kilgore's employment, Kennedy described him as a "domestic terrorist" in a media report and indicated that he should not work at the school.

Kennedy's role in the case is especially noteworthy given his family's history and his role in an unrelated case concerning a former 1970s radical who was denied emeritus status at the University of Illinois' Chicago campus.

Kennedy, a Chicago businessman, is the son of Sen. Robert F. Kennedy, who was assassinated in 1968.

In 2010 the U. of I. board, under Kennedy's leadership, denied faculty emeritus status to William Ayers, a co-founder of the Weather Underground, a radical group responsible for bombings of government buildings in the early 1970s.

More recently, the U. of I. board voted 8-1 not to hire controversial professor Steven Salaita to a tenured position after he posted many anti-Israel tweets during the summer.

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1

2 -- Kennedy exiting as U. of I. board chair; Quinn urges push for more funding

University of Illinois board Chairman Christopher Kennedy said Thursday he will leave his position to coincide with incoming Gov. Bruce Rauner taking over in January.

Kennedy, whose term expires in mid-January, soon after Rauner's inauguration, told the Tribune he sent a letter to Rauner suggesting he "choose his own people" for the board.

"The best interests of the university rely on having a tight working relationship with the governor," Kennedy said. "I thought I was helpful in the past. I don't think I can be as helpful in the future."

Kennedy said he was in regular contact with Gov. Pat Quinn or members of the governor's staff to "clarify for them the impact of the decisions they were making and how they would negatively impact the University of Illinois."

…

One of Kennedy's last acts as board chair likely will be hiring the next university president.

U. of I. could name the university's 20th president as early as next week, well ahead of current president Robert

Easter's retirement June 30.
http://www.chicagotribune.com/news/local/breaking/chi-quinn-farewell-at-u-of-i-board-meeting-20141113-story.html

3 -- U. of I. trustees approve $180,000 bonus for outgoing president

University of Illinois trustees on Thursday approved a $180,000 bonus for outgoing university president Robert Easter ahead of his retirement next year.

The one-time bonus is on top of Easter's current salary, which was increased to $478,558 this fall when university employees got raises. The bonus, approved during the board's meeting at the University of Illinois at Chicago campus, is to be paid within 30 days.

The U. of I. in recent years has moved to an incentive-based compensation package for the president, providing a relatively lower salary with the opportunity to get additional compensation based on performance. With the bonus, Easter will receive $658,558 this year.

This year's bonus is double the $90,000 in additional compensation that Easter received last year. His two dozen performance goals for this year included fundraising, cataloging efforts to increase faculty and student diversity, succession planning for university leaders, and overseeing changes in the university's health sciences system.

Following the vote, board Chairman Christopher Kennedy said Easter earned 90 percent of a potential bonus of $200,000.

"Upon reviewing his accomplishments, we approved a percentage of his bonus we thought he deserved based on achievement of his goals," Kennedy said.

…

The decision to award Easter a heftier bonus is in line with the university trying to prepare the public for the likelihood that the next president could get a higher salary. Former president Michael Hogan, who left in 2012 amid a scandal, was paid $651,000 plus a retention bonus.

The average compensation for Big 10 presidents is about $780,000, according to Parker Executive Search, which has been hired by U. of I. to help with the presidential search.
http://www.chicagotribune.com/news/local/breaking/chi-u-of-i-trustees-to-vote-on-180000-bonus-for-president-20141113-story.html

4 -- Big Bucks and the Big U

Thursday's news about higher education revolved around money, the gist of which we're all familiar with. What's new are the specific amounts.

As expected, the University of Illinois Board of Trustees, meeting in Chicago, approved a $180,000 bonus for UI President Robert Easter. That generous payout is on top of his annual base salary of $478,558, which was boosted in September with a 3.5 percent increase — a raise that many on the Urbana campus received this year.

For most working people, $180,000 sounds excessive. Yet when Easter — whose combined compensation is north of $650,000 — is compared with other university presidents, his pay is not out of line. Among the Big Ten schools, the average president's salary is $780,000. Further, the UI paid $651,000 a year to Michael Hogan, the man Easter replaced in 2012.

With the UI on the verge of hiring a new president to replace Easter, who is expected to step down next summer, it's likely the next leader will earn an even higher salary. As we've stated before, the talent pool of willing and able administrators who can lead massive multicampus universities is small, and those who fit those qualifications can command impressive salaries.

…

And that brings us to the people who are footing a big part of the bill: students and their families.

The College Board — the nonprofit organization behind the SAT and Advanced Placement tests — released its annual college pricing report that showed the average cost for an in-state student to attend a public four-year college or university was $18,943. That price covers tuition, fees and housing. For out-of-state students, the price rises to $32,762.

The cost of attending the UI is still higher. For UI freshmen this fall, the annual bill at is $26,450 (tuition, fees and housing). If that freshman is in engineering, chemistry or business, the cost rises to $31,454. Those figures are 39.6 percent and 66 percent higher than the national average.

Of course, the University of Illinois is not an "average" public university. It has consistently been ranked among the nation's top public research universities, and its reputation overseas is even stronger. Some might argue that you get what you pay for.

On the other hand, as this newspaper has reported in recent months, a growing number of qualified students are bypassing the UI for schools that offer better financial aid packages. The UI may have entered a period in which

high costs are thwarting efforts to improve the student body and faculty.
…
http://www.news-gazette.com/opinion/editorials/2014-11-14/big-bucks-and-big-u.html

5 -- Quinn says goodbye to U of I board; chair leaving when term ends

Gov. Pat Quinn said a light-hearted good-bye to the University of Illinois Board of Trustees meeting, but Quinn's re-election loss has serious implications for three board members whose terms expire on Jan. 19.

The three whose terms expire are all Quinn appointees: Chairman Christopher Kennedy and trustees Pam Strobel, a former Exelon Corp. executive, and Edward McMillan, owner and CEO of a food and agri-business consulting firm in Greenville, Ill.

Kennedy said Thursday he will leave the board when his term expires in January, and has sent Gov.-elect Bruce Rauner a letter suggesting he (Rauner) choose his own appointees for the board.

There are nine trustees in all; they are selected by the governor on a rotating basis as their six-year terms expire.

Rauner takes the oath of office on Jan. 12, and the trustees' next regular meeting is in Chicago on Jan. 15, said university spokesman Tom Hardy.

Kennedy has told Rauner of the "excellent service" that fellow Trustee Edward McMillan, a Republican, has given, Hardy said.

…

Quinn also urged the trustees to pursue greater funding for the state's need-based financial aid program for students, known as MAP, and to find more ways to implement energy-conservation measures at the university's campuses in order to leverage more of those funds for students.

Quinn had earlier warned that $50 million will be cut from the MAP funding if the Legislature allows an increase in the personal income tax to expire.

The three trustees whose terms expire may well be saying their own good-byes at the next meeting.
http://politics.suntimes.com/article/springfield/quinn-says-goodbye-u-i-board-chair-leaving-when-term-ends/thu-11132014-243pm

WEBSITES and BLOG LINKS
Phyllis Wise's blog: http://illinois.edu/blog/view/1109
Paula Allen-Meares' website: http://www.uic.edu/index.html/Chancellor/
Susan Koch's blog: http://chancellorblog.uis.edu/
All news stories available in full later today at:
http://www.uillinois.edu/cms/one.aspx?portalId=1117531&pageId=1445626
subscribe || unsubscribe

Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Wed Nov 12 2014 11:12:35 GMT-0700 (MST)
From: Richard S Hill
To: "Robert A. Easter" , Ed Ewald , "Christopher G. Kennedy" , "ewald@UIF.illinois.edu" , [redacted]
CC: [redacted] , "pwise@uiuc.com" , [redacted] , Dimitri Azar , Peter Nelson
ID: 149a5350bd91469d

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue

to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Fwd: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Wed Nov 12 2014 14:38:24 GMT-0700 (MST)
From: Chris Kennedy
To: Susan Mary Kies
CC:
ID: 149a5f17f8784225

Christopher G. Kennedy

[redacted]

Begin forwarded message:

From: [redacted]>
Date: November 12, 2014 at 1:12:35 PM EST
To: "Robert A. Easter" <reaster@uiuc.edu>, Ed Ewald <ewald@uif.uillinois.edu>, "Christopher G. Kennedy"

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 01:07:48 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 149a831b247736d5

Chris,

Thanks for the reassurance. Our hiring practices need to be fixed.

I have been told that you will be reviewing Phyllis's proposal for a medical school in Champaign. While [redacted], the University has to run pragmatically. I think [redacted]

Phyllis is driven by a belief that the future of any major University is in research and development within the medical field. Part and parcel to this, research is dependent upon a robust medical school that promotes collaboration with the engineering community. While there is some truth to her fears, there is no reality in her belief that the University or the cities of Champaign and Urbana can afford such an infra-structure expansion. Certainly, the state of Illinois cannot subsidize such a venture. I have been told by friends in renowned Universities that there is $300 to $600 million dollar nut minimum to start a medical school. This assumes there is a hospital infrastructure regionally that can accommodate the interns and residencies required for effective world Class training. This does not exist in Champaign. That ship left the dock 40 years ago. Only major cities have such infrastructures.

The University of Illinois needs to begin to operate with a more bottom line focus. Department heads, Deans, Provosts and Chancellors need to be held accountable not only for the academic performance of the University but also the financial performance of the Institution as well. The University cannot spend their way to prosperity and success. Over the last 15 years, I have seen the Champaign Campus continue to disintegrate both financially and economically. Forty years ago, Champaign had a revered and effective faculty. Today, the faculty is preoccupied with talking about how great they are rather than generating any material results in virtually any field. The inbreeding that is ensuing within Illinois is beginning to approach a scale that I have only seen in Japan where the faculty drink their own bath water.

Dimitri Azar's vision for "E"MD's, meaning engineering MD's can lead Illinois to a world class leadership position in Bioengineering and medicine over the next 10 years. Dr. Azar has both a medical degree(MD) and an MBA. He is an infectious motivator. He motivates with knowlege,skills and abilities. We need to unleash his skills on these very issues. With all due respect, [redacted]

While people want to run to Phyllis's defense on the Salaita debacle, I am a pragmatic CEO. Who is in charge here? Is anyone ever accountable at this University? As I said in my earlier email. The decision

not to hire him was correct, but it should have been manged before the offer was ever made. I hardly think Salaita ,recently, embarked on anti-Semitic rages!! Who asked for the "jacket" on this guy? Who checked the references? Who looked at his Facebook page? This debacle will cost the University $10 million by time we are done.

[redacted]

Best Regards
[redacted]

From: Chris Kennedy <[redacted]
To: [redacted]>
Cc: Robert A. Easter <reaster@uiuc.edu>; Ed Ewald <ewald@uif.uillinois.edu>; Christopher G. Kennedy [redacted]>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted] "pwise@uiuc.com" <pwise@uiuc.com>; [redacted] Dimitri Azar <dazar@uic.edu>; Peter Nelson <nelson@uic.edu>
Sent: Wednesday, November 12, 2014 1:39 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill [redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 06:50:59 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: "Robert A. Easter" , Ed Ewald , "Christopher G. Kennedy" , "ewald@UIF.illinois.edu" , [redacted] "pwise@uiuc.com" [redacted] , Dimitri Azar , Peter Nelson
ID: 149a96c09dd444a5

To All: I have two thank you's to make and then some reflections. First the thank you's:

Thank you to [redacted] for his ability to articulate what many think and feel; and to do it in a way which leaves no ambivalence as to his message and intent!

Thank you to our Chair for [redacted]; leadership is all about making the difficult or unpopular decision; making a decision and not equivocating!

Some Reflections
It seems to me that there is a very vocal voice in the UI Academy that has lost its way. Academic freedom is not an inalienable right; rather it is a privilege granted by an enlightened and free society. Academic freedom must be anchored by responsibility; a responsibility that is reciprocal for the granting of the privilege. Academic freedom without responsibility is an unguided missile of destruction; an unguided missile that is particularly dangerous when it is charged with the shaping and preparing of our nation's next generation. Our country is not about tribes; it is not about geography; it is not about religions; it IS about ideas. The idea of America is both our moorings and our North Star. Academic freedom is the caldron in which each generation learns to test, to debate, and to put its hands on the wheel of steering the ongoing process of what is democracy and what is America.

Academic freedom: a privilege uniquely granted; a responsibility of national dimensions.
The Chair has faced the challenge of responsibility; will the Academy do likewise?
The [redacted] ballot and the ballots of the many for whom he speaks hang in the balance.

Best Regards to all!
[redacted]

Sent from my iPad

On Nov 12, 2014, at 12:12 PM, "Richard S Hill" [redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

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Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 10:20:48 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 149aa2c25bfbc436

Chris

Thanks. [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 3:39 PM, Chris Kennedy <[redacted] wrote:

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill [redacted] wrote:

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Sincerely

Rick Hill

RE: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 15:58:44 GMT-0700 (MST)
From: Chris Kennedy
To: [redacted]
CC:
ID: 149ab61668acaf71

[redacted]

[redacted]

Please let me know where I can reach you today or tomorrow.

Chris

Christopher G. Kennedy
[redacted]

From: Richard S Hill [mailto[redacted]
Sent: Wednesday, November 12, 2014 12:13 PM
To: Robert A. Easter; Ed Ewald; Christopher G. Kennedy; ewald@UIF.illinois.edu; [redacted]
Cc: [redacted] pwise@uiuc.com; [redacted] Dimitri Azar; Peter Nelson
Subject: Hiring of James Kilgore-Enough is Enough

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Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 16:35:46 GMT-0700 (MST)
From: Chris Kennedy
To: [redacted]
CC:
ID: 149ab834d73acc0e

[redacted]

Christopher G. Kennedy
[redacted]

On Nov 13, 2014, at 11:20 AM, [redacted] <[redacted]> wrote:

Chris

Thanks. [redacted].

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 3:39 PM, Chris Kennedy <[redacted] wrote:

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill [redacted] wrote:

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Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 16:37:26 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 149ab84ce24d9cba

Chris
You can reach me in [redacted] on my cell phone at [redacted]. We are [redacted] Chicago during Standard time.

[redacted]

From: Chris Kennedy <[redacted]
To: [redacted] <[redacted]
Sent: Thursday, November 13, 2014 2:58 PM
Subject: RE: Hiring of James Kilgore-Enough is Enough

[redacted]

[redacted]

Please let me know where I can reach you today or tomorrow.

Chris

Christopher G. Kennedy
[redacted]

From: Richard S Hill [mailto:[redacted]
Sent: Wednesday, November 12, 2014 12:13 PM
To: Robert A. Easter; Ed Ewald; Christopher G. Kennedy; ewald@UIF.illinois.edu; [redacted]
Cc: [redacted] pwise@uiuc.com; [redacted] Dimitri Azar; Peter Nelson
Subject: Hiring of James Kilgore-Enough is Enough

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Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 16:39:33 GMT-0700 (MST)
From: Chris Kennedy
To: [redacted]
CC:
ID: 149ab86c6327cd05

[redacted]

[redacted]

Let me know

Chris

Christopher G. Kennedy
[redacted]

On Nov 13, 2014, at 2:07 AM, [redacted] wrote:

Chris,

Thanks for the reassurance. Our hiring practices need to be fixed.

I have been told that you will be reviewing Phyllis's proposal for a medical school in Champaign. While [redacted], the University has to run pragmatically. I think [redacted].

Phyllis is driven by a belief that the future of any major University is in research and development within the medical field. Part and parcel to this, research is dependent upon a robust medical school that promotes collaboration with the engineering community. While there is some truth to her fears, there is no reality in her belief that the University or the cities of Champaign and Urbana can afford such an infra-structure expansion. Certainly, the state of Illinois cannot subsidize such a venture. I have been told by friends in renowned Universities that there is $300 to $600 million dollar nut minimum to start a medical school. This assumes there is a hospital infrastructure regionally that can accommodate the interns and residencies required for effective world Class training. This does not exist in Champaign. That ship left the dock 40 years ago. Only major cities have such infrastructures.

The University of Illinois needs to begin to operate with a more bottom line focus. Department heads, Deans, Provosts and Chancellors need to be held accountable not only for the academic performance of the University but also the financial performance of the Institution as well. The University cannot spend their way to prosperity and success. Over the last 15 years, I have seen the Champaign Campus continue to disintegrate both financially and economically. Forty years ago, Champaign had a revered and effective faculty. Today, the faculty is preoccupied with talking about how great they are rather than generating any material results in virtually any field. The inbreeding that is ensuing within Illinois is beginning to approach a scale that I have only seen in Japan where the faculty drink their own bath water.

Dimitri Azar's vision for "E"MD's, meaning engineering MD's can lead Illinois to a world class leadership position in Bioengineering and medicine over the next 10 years. Dr. Azar has both a medical degree(MD) and an MBA. He is an infectious motivator. He motivates with knowlege,skills and abilities. We need to unleash his skills on these very issues. With all due respect, [redacted]

While people want to run to Phyllis's defense on the Salaita debacle, I am a pragmatic CEO. Who is in charge here? Is anyone ever accountable at this University? As I said in my earlier email. The decision not to hire him was correct, but it should have been manged before the offer was ever made. I hardly think Salaita ,recently, embarked on anti-Semitic rages!! Who asked for the "jacket" on this guy? Who

checked the references? Who looked at his Facebook page? This debacle will cost the University $10 million by time we are done.

[redacted]

Best Regards
[redacted]

From: Chris Kennedy <[redacted]
To: [redacted]>
Cc: Robert A. Easter <reaster@uiuc.edu>; Ed Ewald <ewald@uif.uillinois.edu>; Christopher G. Kennedy <[redacted]; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted] "pwise@uiuc.com" <pwise@uiuc.com>; [redacted] Dimitri Azar <dazar@uic.edu>; Peter Nelson <nelson@uic.edu>
Sent: Wednesday, November 12, 2014 1:39 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill <[redacted] wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake

my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 16:41:44 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 149ab88bd48b1bc8

Chris

You mean he is rehired?

Best,
[redacted]

[redacted]

On Nov 13, 2014, at 5:35 PM, Chris Kennedy <[redacted] wrote:

[redacted]

Christopher G. Kennedy
[redacted]

On Nov 13, 2014, at 11:20 AM, [redacted] <[redacted]> wrote:

Chris

Thanks. [redacted].

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 3:39 PM, Chris Kennedy <[redacted]> wrote:

[redacted]

Thanks for this
[redacted]
Chris

Christopher G. Kennedy
[redacted]

On Nov 12, 2014, at 1:12 PM, Richard S Hill <[redacted]> wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

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Sincerely

Rick Hill

Re: Hiring of James Kilgore-Enough is Enough

12 message(s)

Date: Thu Nov 13 2014 20:43:19 GMT-0700 (MST)
From: Richard S Hill
To: [redacted], "Robert A. Easter" , Paula Allen-Meares , "pmwise@illinois.edu"
CC: Ed Ewald , [redacted], "Robert A. Easter" , "Sidney S. Micek" , [redacted], Peter Nelson , Dimitri Azar , "Thomas R. Bearrows" , "jscohen@tribune.com"
ID: 149ac65f38d9ef86

Ladies and Gentleman,

It is with great regret that I submit my resignation as a director of the UIF Foundation, effective immediately. In addition, I submit my resignation as a member of the Board of Visitors for the UIUC College of Engineering and I submit my resignation to the Engineering Advisory Board of the College of Engineering at UIC. Both are also effective immediately. I no longer wish to be associated with University of Illinois.

The Academy at the University of Illinois has clearly lost its moral compass. Having grown up on the South side of Chicago I was raised to believe that the decisions in life would shape my future. In raising my Children, I taught them the very same values. Obviously, James Kilgore is being taught by the Academy of the University of Illinois that it doesn't matter. This once again proves that it is "ok" to fake grades for athletes so the University can win. The University Academy has re-enforced the fact that it is ok to beat your wife or cold-cock your girlfriend and play on Sundays. The Academy defends the hiring of Mr. Kilgore based on "Academic Freedom". How lame. It shows you how low a caliber of faculty the University of Illinois has sunk to hire. I am talking about the ones standing up for him and the ones not speaking out against the moral bankruptcy of such a hire. The issue here is what type of individual does this University want to hire. Mr Kilgore is not a renowned person of anything, but murder. He is a "tag along spouse", who needed a job. This Academy has chosen "a tag along spouse" vs hiring the best in the world. Go figure that out? Sounds like Ms.Teresa Barnes may have exerted "undue pressure" on her fellow faculty?

This isn't the first sleaze bag the University of Illinois has hired. There is Bill Ayers. Ironically, my Vietamese wife wouldn't stomach the thought of our money going to an institution employing this guy! We both have forgotten more about Vietnam than this guy knows. Then there is Steven "the anti Semitic" Salaita. And now, "the murderous tag along spouse" , James Kilgore. You really couldn't make this up.

Now, who has the Academy condemned? They condemned Joe White, a renowned University of Michigan Dean of Business and the best President the University ever had. They condemned Richard Herman the UIUC Chancellor who more effectively promoted UIUC than any Chancellor before him. Then there was the assassination of Mike Hogan, short time President, who while rough around the edges, knew the Academy was the problem and was committed to fix it. What is wrong with this picture?

It is obvious the entire management chain from the department Chair to the Chair of the Board of Trustees and all its members has been neutered by the Academy. As such I recommend you let them all fend for themselves.

The University of Illinois has the right to hire people they see fit. If the University sees fit to hire this individual or others like him, they have values that are totally inconsistent with mine. I didn't pull the trigger on my major gift announcement until I saw Chris Kennedy stand up to the Academy and renounce Bill Ayers. It made me proud that someone stood up to this moron. Now it is up to the Academy to stand up. If they proceed to hire Mr. Kilgore, my question to all of you and the people of the State of Illinois is why would you want to associate with these people within the Academy. While I recognize there are great people within the Academy, they too, are not standing up to be counted against these morons. They are sitting waiting for a pension that is going to be going away!!

Please recognize my future gifts to the University are hereby rescinded effective the reinstatement of Mr. Kilgore. Neither personally nor through my Foundation will future funds be forthcoming. This is about principle. While I know I won't break the University, nor do I want to do that. It will send a message that there is accountability for your actions.

With regret and sadness,

Rick Hill

From: [redacted] <[redacted]>
To: [redacted]
Cc: Ed Ewald <ewald@uif.uillinois.edu>; "ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>; [redacted]
Sent: Thursday, November 13, 2014 3:48 PM
Subject: Re: Hiring of James Kilgore-Enough is Enough

[redacted]

Visit this link for disposition of Kilgore matter. [redacted].

http://www.chicagotribune.com/news/ct-james-kilgore-decision-met-20141113-story.html#page=1-866-469-3239 - Access code: [redacted]

Best,
[redacted]

[redacted]

On Nov 12, 2014, at 12:12 PM, Richard S Hill [redacted]> wrote:

Ladies and Gentleman,

Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

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It is time to send a message to the world. You can't do really bad things and then expect to participate like everyone else. You can't fake grades for athletes, they have to pass on their own. You can't beat your wife or girlfriend and play on Sunday. You can't kill people and then teach at the University of Illinois! Certainly this is a low bar to get over.

Sincerely

Rick Hill

support of James Kilgore's reinstatement

2 message(s)

Date: Thu Nov 13 2014 12:23:36 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 149aa9c78aae8a01

Dear Mr. Kennedy,

My name is [redacted]. For [redacted] I served on the [redacted] of the University of Illinois at Urbana-Champaign. I write you today to request that the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler, and reinstate the employment of James Kilgore.

As a [redacted], I taught Kilgore's work WE ARE ALL ZIMBABWEANS NOW in a MFA graduate seminar. Mr. Kilgore subsequently visited with students to discuss his work and process. In addition to admiring his writing, I found Mr. Kilgore to be a gifted lecturer—one who provided students with clear and very useful craft lessons. Engaged and engaging, Mr. Kilgore has been a superb colleague, and he's clearly been an asset to the University of Illinois at Urbana-Champaign. In the interest of academic freedom and employment equity, I urge the University of Illinois to restore his employment status.

Yours sincerely,

[redacted]

Re: support of James Kilgore's reinstatement

2 message(s)

Date: Thu Nov 13 2014 12:25:38 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted], pmwise@illinois.edu
ID: 149aa9e6ced548d0

Dear Mr. Kennedy,

My name is [redacted]. For [redacted], I [redacted] the University of Illinois at Urbana-Champaign. I write you today to request that the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler, and reinstate the employment of James Kilgore.

As a [redacted], I taught Kilgore's work WE ARE ALL ZIMBABWEANS NOW in a MFA graduate seminar. Mr. Kilgore subsequently visited with students to discuss his work and process. In addition to admiring his writing, I found Mr. Kilgore to be a gifted lecturer—one who provided students with clear and very useful craft lessons. Engaged and engaging, Mr. Kilgore has been a superb colleague, and he's clearly been an asset to the

University of Illinois at Urbana-Champaign. In the interest of academic freedom and employment equity, I urge the University of Illinois to restore his employment status.

Yours sincerely,

[redacted]

letter in support of James Kilgore

1 message(s)

Date: Thu Nov 13 2014 10:59:46 GMT-0700 (MST)
From: [redacted]
To: Christopher Kennedy , James Montgomery , Chancellor Phyllis Wise , UIBOT@uillinois.edu
CC:
ID: 149aa4fa62399751

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees, current term: 2009-2015
James Montgomery, currently serving on the Board 2013 to 2019
Chancellor Phyllis Wise <pmwise@illinois.edu>
Ricardo Estrada, current term: 2011-2017
Patrick J. Fitzgerald, current term: 2013-2019
Karen Hasara, current term: 2011-2017
Patricia Brown Holmes, current term: 2011-2017
Timothy Koritz, current term: 2013-2019
Edward L. McMillan, current term: 2009-2015
Pam Strobel, current term: 2009-2015
Hannah Cave, student, Springfield campus
Lucas N. Frye, student, Urbana-Champaign campus

To the Members of the Board of Trustees:

I left the PhD program for just this sort of trend at the University of Illinois. I am writing in support of James Kilgore.

- ·●●●●● The record demonstrates that James Kilgore always voluntarily disclosed his past to his department, to the university, and to the community.
- ·●●●●● The record demonstrates that James Kilgore and the Center for African Studies complied with all policies and practices.

- ·●●●●● The record demonstrates that the Center for African Studies valued, and continues to value, James Kilgore.[1]
- ·●●●●● The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus.
- ·●●●●● The Hiring Process Review Committee recommends "Mr. Kilgore be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment."

No errors were made, no corners were cut, no policies were violated in hiring Dr. Kilgore.

The new policies that were written after the fact appear to be specifically implemented in order to attack Dr. Kilgore – these policies are poorly thought out and are seen by academic community as a mostly an emotional knee-jerk response.[2]

I join in calling on the Board of Trustees to do the following:

1. 1) Please follow the recommendations of the committee and reinstate Dr. Kilgore immediately. The University of Illinois at Urbana Champaign has been denied the skills and experience of an important scholar and an instructor who has twice appeared on the excellent teacher list.
2. 2) Please issue a public statement commending the review committee for its work and findings.
3. 3) Please refrain from further interference in the hiring decisions made by executive officers and Deans.
4. 4) Please recognize and respect the authority of campus administration and departments to carry out their designated duties and responsibilities.

Sincerely and respectfully submitted,

[redacted]

[1] The committee found that "Professor Bowen reports that Mr. Kilgore has been exceptional at his duties. Mr. Kilgore has done more than his academic hourly position would require including securing $2.7 million in grants to support the Center, writing newsletters, coordinating a memorial service for Nelson Mandela, and organizing conferences including one being held in Africa." And "His insight was appreciated by other participants, and he was considered to be talented at developing a collaborative discussion — thoughtful, well- read, good listening skills, and not domineering."

[2] Similarly, the one part of the Hiring Process Review Committee Report with which I doubt the expertise, the qualifications, and the understanding of "ban the box" trends in the state of Illinois of the committee is the recommendation that the campus develop a more extensive criminal background check policy for more hires. Additional, nit-picking criminal background checks will most heavily affect minority applicants, specifically black males.

Reinstate James Kilgore

1 message(s)

Date: Thu Nov 13 2014 07:19:53 GMT-0700 (MST)
From: [redacted]
To: [redacted]

CC: [redacted] pmwise@illinois.edu
ID: 149a986586807d57

Dear Chris Kennedy,
I am writing to ask the board to follow the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate James Kilgore.
I graduated from [redacted]

I found James to be an excellent scholar and community member.
Please reinstate him.
Thank you,
[redacted]

Please reinstate Jame Kilgore

1 message(s)

Date: Thu Nov 13 2014 01:18:04 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a83b17578de13

To: Christopher G. Kennedy, University of Illinois Board of Trustees

I am writing to request that the Board of Trustees of the University of Illinois act today to support the recommendations of the review committee chaired by Professor Matthew Wheeler, and reinstate the employment of James Kilgore at the UIUC campus.

Mr. Kilgore is an asset to the UIUC campus and to our community. He did not attempt to conceal his past in the process of his employment. Is not rehabilitation and reintegration as a productive member of society the goal of an enlightened citizenry? As an estimable institution of higher learning, the University of Illinois should support these objectives and respect the hiring processes of its campuses.

Sincerely,

[redacted]

Dr. James Kilgore

1 message(s)

Date: Wed Nov 12 2014 20:34:04 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a7371628daad3

Dear Mr. Christopher Kennedy:
I write to request that you as Chair of the Board return justice to the proceedings and allow James Kilgore to return to his duties in the African Studies program at our University. I have read and admired his books and essays and know him to be a fine man and scholar of integrity.

I have been a proud member of this university since [redacted] until the recent actions of your board in the two cases of Salaita & Kilgore.
Please see if you can repair the damaged reputation of the University by rehiring Kilgore.

In gratitude,

[redacted]

–

[redacted]

Review Committee Report on James Kilgore

1 message(s)

Date: Wed Nov 12 2014 16:19:27 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted]Wise, Phyllis M"
ID: 149a64e3d1009073

Dear Chairman of the Board of Trustees Kennedy,

I write to express my hope that you and the Board of Trustees will act this week to support the recommendations of the review committee chaired by Professor Matthew Wheeler that considered the case of James Kilgore. The committee's recommendations with regard to the justice and appropriateness of Dr. Kilgore's reinstatement offers and excellent opportunity to put University actions regarding this particular case back on the track of proper considerations for academic hiring on the basis of scholarly record and skills, as recommended by the heads of units that have successfully employed Dr. Kilgore in the past.

Sincerely,
[redacted]

[redacted]

Letter to UI BOT re James Kilgore.pdf

1 message(s)

Date: Wed Nov 12 2014 15:20:30 GMT-0700 (MST)
From: Chris Kennedy
To: Susan Mary Kies
CC:
ID: 149a6180f5e31127

Here is a letter from some fellow who studies speech [redacted]

[redacted]

Letter to Christopher Kennedy, Chair, UI Board of Trustees

1 message(s)

Date: Wed Nov 12 2014 15:13:13 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a6117b16767d4

Hello,

Attached please find my letter urging you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting tomorrow, or as soon as is procedurally possible.

Sincerely,

[redacted]

—

[redacted]

Delivery Status Notification (Failure)

1 message(s)

Date: Wed Nov 12 2014 14:39:57 GMT-0700 (MST)
From: Mail Delivery Subsystem
To: [redacted]
CC:
ID: 149a5f2dcd09984b

Delivery to the following recipient failed permanently:

ewald@uif.illinois.edu

Technical details of permanent failure:

DNS Error: Address resolution of uif.illinois.edu. failed: DNS server returned answer with no data

---- Original message ----

X-Google-DKIM-Signature: v=1; a=rsa-sha256; c=relaxed/relaxed;

d=1e100.net; s=20130820;

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:in-reply-to:date:cc:content-transfer-encoding:message-id:references

:to;

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b=KUWXd0zuknapFzEkklhKFUzPA+lf4cCDqOnue67p0BOChKv9FSn2egnSMfY0uiBUfU

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e9sA==

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X-Received: by 10.229.239.3 with SMTP id ku3mr39586104qcb.22.1415828397063;

Wed, 12 Nov 2014 13:39:57 -0800 (PST)

Return-Path: <[redacted]

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by mx.google.com with ESMTPSA id f65sm20771389qgf.41.2014.11.12.13.39.55

for <multiple recipients>

(version=TLSv1 cipher=ECDHE-RSA-RC4-SHA bits=128/128);

Wed, 12 Nov 2014 13:39:55 -0800 (PST)

Content-Type: multipart/alternative;

boundary=Apple-Mail-7052BF49-C945-4C13-8DDD-2F0C1F3A05AC

Mime-Version: 1.0 (1.0)

Subject: Re: Hiring of James Kilgore-Enough is Enough

From: Chris Kennedy <[redacted]

X-Mailer: iPad Mail (12A405)

In-Reply-To: <1[redacted]m>

Date: Wed, 12 Nov 2014 16:39:52 -0500

Cc: "Robert A. Easter" <reaster@uiuc.edu>,

Ed Ewald <ewald@uif.uillinois.edu>,

"Christopher G. Kennedy" [redacted],

"ewald@UIF.illinois.edu" <ewald@UIF.illinois.edu>,

[redacted]

"pwise@uiuc.com" <pwise@uiuc.com>, [redacted]

[redacted]

Dimitri Azar <dazar@uic.edu>, Peter Nelson <nelson@uic.edu>

Content-Transfer-Encoding: 7bit

Message-Id: <68FE75EE-E3F4-4F54-A431-B866FDD4BA02@northbankandwells.com>

References: <1415815955.14410.YahooMailNeo@web163106.mail.bf1.yahoo.com>

To: [redacted]

[redacted]

Thanks for this

[redacted]

Chris

Christopher G. Kennedy

[redacted]

> On Nov 12, 2014, at 1:12 PM, Richard S Hill <[redacted] wrote:

>

> Ladies and Gentleman,

>

> Let it be known that a school that continually makes bad hiring decisions can not sustain the values that helped most of us in this email. I feel compelled to let you know that I or my Foundation cannot continue to associate with a University that continues to hire people who do not represent the values that I believe are critical to the success of the next generations.

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> We finally shed the shadow of William Ayres, a despicable human being with no moral compass. We demonstrated a complete lack of vetting process in the Steven Salaita offer of employment, more specifically, life time employment. While the final decision to withdraw the offer was the correct one, it raises a serious question on the management judgement and accountability in the chain of command.

>

> Now we are faced with another decision. Do we hire a convicted felon to teach our youth going forward? It is clearly the decision of the University and I respect that. But such an affirmative decision would shake my faith in the entire institution from the hiring Dean to the Chair of the Trustees. It would require me to withdraw my support and my Foundation support for the entire University. I do not like to write these kinds of emails, but enough is enough. The fact that this is even being brought to the board of Trustees is an indictment of the management chain that let it get this far. And the fact it is in the news is even worse.

>

> The University of Illinois has a great reputation and can reclaim prominence if we make the right hiring decisions. This is not the right one. When we drive out great leaders like Joe White, for political reasons, then hire, "reformed" miscreants to teach our youth, we have adopted a value system I cannot support.

---- Message truncated ----

PLEASE REINSTATE - [redacted] re: James Kilgore

1 message(s)

Date: Wed Nov 12 2014 13:18:55 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted] "pmwise@illinois.edu"
ID: 149a5a8b5f376f01

Mr. Christopher G. Kennedy, Chair
University of Illinois Board of Trustees

Dear Chairman Kennedy:

Please reinstate James Kilgore to his teaching position with the University of Illinois at Urbana-Champaign. I have toiled along with James and others for a number of years now on several peace and justice issues. He is a stalwart in his dedication to working toward a world that enables everyone in society a chance to appeal to his or her own better nature and improve their lot in life or to reach the highest potential available from whatever is their current station.

I am a [redacted]

James has coached me in the perseverance traits to use for the purpose of getting the importance of an oddly gender-polarized issue, such as family reunification post-incarceration, across to the males of our group including himself. He wanted to help me to help him understand better and he allowed himself to learn and grow in that light. It was a process, but he and three other men, who are also core members of our group, each spoke, within the same meeting, his own unique statement of epiphany, of new found clarity on the topic and its connection to our main cause. This was right after I had finished presenting my turn of comments during which I persevered with yet another entirely different approach and series of metaphoric illustrations to repeat the same message. –The continual repetition aspect being that which James encouraged and advised.

I now aim, in my own community advocacy, for similarity to James' success results and to emulate his skill at planning and follow-through of action steps that lead to producing them; – as he was a very key instrument and our group's helm (along with spin-off group Citizens With Conviction, or CWC) for securing this area's attainment of a new societal reentry program for 65 people formerly incarcerated. The program is presently operated by City of Champaign-located Community Elements, the agency that won the grant over CWC's own attempted bid for it. That agency recently had more of its grant funds released via the County to continue running the program. The program is for people formerly incarcerated who didn't have too many or too severe of issues with addiction and/or mental health or behavioral imbalances --since there are already other programs or options in place to address those.

However, given the healthier individuals produced as in those 65, in terms of retrained outlook, freshly tailored optimism, great support, and positive redirect; and despite their not having the worst dispositions, as part of the criteria for entering the program --one can still wonder how many and what varieties of incidents of harm that James Kilgore may have helped to stave away from how many members of our community, which includes members of the university community –faculty, staff, administrators, support service workers, and students alike. Investment in anti-recidivism resources and efforts is a vital factor in our whole community's safety. And that is what James Kilgore devotes his spare personal time to and, prior to his termination, had trained, taught, modeled, and exemplified to an extraordinary level for successive groups of new students.

James was a conduit for students' true community involvement that produced tangible effects in

consistency with another of the university's missions --to benefit the surrounding community. Without James, more members of student classes will stall at the typical point for most university student body populations across the country of trying to figure out how to even relate to the adjacent or somewhat outlying permanent resident community; or to know and understand what issues collectively concern and either favorably or adversely impact its members.

Members of the CUCPJ [redacted] are now crafting a proposal for restoring parent-child physical contact visits in Champaign County jail. I am personally trying to get the restorative justice counseling model of support group going between young men and male teens who are pain-wracked and scarred by permanent family dissolution that occurred during their childhoods due to agency intervention. James is one of the first people I thought of to recruit for the latter endeavor, to help me approach the young men and draw them in to something positive –as facilitated by yet another of our socially active teammates who is a counseling professional and scholar– that will help them. And, from my first mention to him of this effort, James has been entirely amenable. This would be a preoccupation, I understand –but it is still not an employment occupation for James.

James Kilgore is well beyond a series of sprints for doing all of the right and befitting things in the aftermath of his earlier charges and his number of years of release from the punishment of prison. We need for such individuals as James with a proven record of trust from thence forward, and their families, to be well supported and sustained within our communities. James was always the first to also provide peripheral support to the groups he is involved with in the form of giving hundreds of car rides to community members, including me and others who I introduced him to, safely to and from dozens of various community meetings and events; and chipping in for costs and time for provision of victuals.

We all fall or fail at some point or points in our lives. But how do we get up and how do we grow and carry forth? Many of the intellectual disciplinary fields of our very University and some of its special programs (e.g., EJP - Education Justice Project) support such an emphasis, which would only be illustrated and reinforced by your reinstatement of such a person as James Kilgore. Neither would such a move be antithetical to the objectives of other agencies or institutions of the State, given that the word "corrections" is in the tile of at least one among such.

Upon considerations of all these presents and those of literally hundreds of others, please reinstate our highly esteemed and regarded friend and community member, Mr. James Kilgore, to his academic post at the University of Illinois at Urbana-Champaign.

Thank you kindly for your time.

Sincerely,

[redacted]
Citizen

.

Update to James Kilgore Board Book

1 message(s)

Date: Wed Nov 12 2014 13:08:33 GMT-0700 (MST)

From: "Abel, Julia L. Via BoardVantage"
To: [redacted]
CC:
ID: 149a59f350e17037

BoardVantage

From: **Abel, Julia L.**

Company: **University of Illinois**

Update to James Kilgore Board Book

I have updated the attached Board Book to include emails that were received in UIBOT o
November 12th. I will update the book today as we receive more emails.
Thank you!
Julia

Contact ecsupport@boardvantage.com | Copyright @2014 BoardVantage Inc. All rights reserved.

Message from Alum

1 message(s)
Date: Wed Nov 12 2014 05:12:03 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a3eb417789ac3

Hello -

My name is [redacted].
I am a 2006 alum from the University of Illinois in [redacted] and I [redacted].

I am writing today to ask that the Board of Trustees support the recommendations of Prof. Wheeler's report about James Kilgore and that the University reinstate Mr. Kilgore to his teaching position immediately.

Thank you for your time and consideration in this matter.

Solidarity -
[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 22:38:19 GMT-0700 (MST)
From: [redacted]."
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 149a284fb899d656

The Board of Trustees should honor the recommendations of the review committee and reinstate James Kilgore to employment.

Sincerely,

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 20:18:00 GMT-0700 (MST)
From: [redacted]

To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a201fe0c9686d

Dear Mr. Kennedy,
I am writing to request that you ask the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. He was hired according to accepted procedures, and was an exemplary employee. He has been open about his history of incarceration and has served as a model of successful reintegration. Please respect the autonomy of campus governance.
Sincerely,
[redacted]

On the reinstatement of James Kilgore

1 message(s)
Date: Tue Nov 11 2014 15:54:15 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a1108dd46321e

Dear Trustee and Chair Kennedy,

My name is [redacted]. Currently I am [redacted] of the University of Illinois.

In [redacted], which was taught by James Kilgore. To say that Kilgore's class challenged me daily, altered my worldview, and changed the course of my education and career goals would be merely scratching at the surface. In his class, Kilgore aimed to call into question the way the Western world attempts to relate with the "third world." To push that we must not do so with pity, but with great dignity and respect.

We need professors like Kilgore who break down the posture students with little exposure have towards developing countries created by lack of contact or ignorance. Otherwise, attitudes of superiority and the myth of the "White Savior" are perpetuated, and the healing process between Global "North" and the "Global South" is halted.

As a student of this great university and someone who has been personally impacted by Kilgore as a professor, I strongly encourage the reinstatement of Professor James Kilgore.

Best,

[redacted]

Reinstatement of James Kilgore

2 message(s)
Date: Tue Nov 11 2014 15:23:08 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a0f4a13640da4

Dear Christopher Kennedy,

I am writing to you in your role as Chair of the Board of Trustees of the University of Illinois. I urge you to accept the recommendations of the review committee chaired by Professor Wheeler and to reinstate Mr Kilgore's employment. I worked with James in [redacted] and believe he is an asset to the educational community. It would be a serious loss to the university were his knowledge, skills and enthusiasm not made available to students there.

Kind regards,

[redacted]

[redacted]

Reinstatement of James Kilgore

2 message(s)
Date: Tue Nov 11 2014 15:23:08 GMT-0700 (MST)
From: stephen morrow
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a0f4a1b2222d6

Dear Christopher Kennedy,

I am writing to you in your role as Chair of the Board of Trustees of the University of Illinois. I urge you to accept the recommendations of the review committee chaired by Professor Wheeler and to reinstate Mr Kilgore's employment. I worked with James in [redacted] and believe he is an asset to the educational community. It would be a serious loss to the university were his knowledge, skills and enthusiasm not made available to students there.

Kind regards,

[redacted]

Correspondence Concerning James Kilgore

1 message(s)
Date: Tue Nov 11 2014 15:01:35 GMT-0700 (MST)
From: "Foran, C. Ellen Via BoardVantage"
To: [redacted]
CC:
ID: 149a0e055a7c02a4

BoardVantage

From: Foran, C. Ellen

Company: University of Illinois

Correspondence Concerning James Kilgore

Dear Members of the Board of Trustees,
I writing to notify you that a new book has been created with email messages in support of James Kilgore.
It is now available in BoardVantage.
Ellen

Contact ecsupport@boardvantage.com | Copyright @2014 BoardVantage Inc. All rights reserved.

Resolution at Board of Trustees Meeting

1 message(s)
Date: Tue Nov 11 2014 14:58:06 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 149a0dd24e4cfa8c

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Dear Chairman Kennedy,

Please support the recommendations of the review committee, which was chaired by Professor Matthew Wheeler, and reinstate James Kilgore's employment at your board meeting this week.

Sincerely yours,

[redacted]

[redacted]

cc: Board member James Montgomery and Chancellor Phyllis Wise

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 14:52:33 GMT-0700 (MST)
From: [redacted]"
To: "[redacted]
CC: "[redacted], "Wise, Phyllis M"
ID: 149a0d8164d84411

Dear Trustee and Chair Kennedy,

I write to urge you to reinstate James Kilgore. Whatever fears or objections some might have to him, it is imperative that our bases for hiring and firing be fair and based on the facts. James Kilgore has paid his debt to society, and those who know him well are confident that he can and should be trusted with our students. James Kilgore has also amply demonstrated his excellence in teaching. It does our students a disservice to deprive them of his teaching.

To bow to public pressure, when that pressure is ill-informed, is simply mob rule. The University of Illinois needs above all to respect the truth, and to educate where the public is need of education. We cannot be party to witch hunts.

Sincerely,

[redacted]

[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 14:34:01 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: pmwise@illinois.edu
ID: 149a0c716425aa69

Christopher Kennedy, Chair
University of Illinois Board of Trustees

Mr. Kennedy,

Should the issue of the reemployment of James Kilgore arise at A Board meeting I urge your support of Mr. Kilgore as an specialized faculty member. In keeping with the recommendations of the faculty committee established by Provost Adesida on this matter Mr. Kilgore is an effective teacher, an accomplished and recognized scholar in his area, and was productive in attracting outside research monies for the UC campus.
Mr. Kilgore's past was fully revealed at the time of his employment four years ago. These facts were carefully weighed by the unit and college making the decision to hire Mr. Kilgore,
and factored in to the decision proceed to hire Mr. Kilgore. It now seems a bit unfair to review all this years later particularly in light of Mr. Kilgore's contributions to the University.
I urge your support of Mr. Kilgore's continued employment.

Sincerely

[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 13:58:44 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC:
ID: 149a0a71b9c11445

Dear Chair Kennedy,

I urge you to respect and follow the recommendations made by the distinguished faculty committee that found that the "dehiring" of James Kilgore was contrary to the values and procedures of this great university. This must be remedied by his reinstatement as the committee urged.

Sincerely,

[redacted]

[redacted]

9/13 Board meeting: on the employment of James Kilgore

1 message(s)
Date: Tue Nov 11 2014 13:26:32 GMT-0700 (MST)
From: [redacted]
To: Christopher Kennedy
CC: [redacted], James Montgomery , Chancellor Phyllis Wise
ID: 149a08951fa3a453

[redacted]

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees
Mr. Kennedy, and members of the Board of Trustees:

I write as an Illinois citizen, and as a University employee who feels a stake in the success and reputation of our institution. I urge the Board of Trustees, on the matter of the employment of James Kilgore, to take seriously the recommendation of Provost Adesida's Hiring Process Review Committee. Please make the decision - at this week's Board meeting, if possible - to permit Mr. Kilgore to be employed by those University units who judge that his capacities, skills and experience make him a valuable instructor and researcher. Allow those departments, knowing his history and his present record, to make their own best decisions.

Although I have not dealt with Mr. Kilgore within the University, I was fortunate to attend a community reading group which he established, on Michelle Alexander's book *The New Jim Crow*. If he ran University classes in anything like the way he led this group, I understand why he has been called an outstanding teacher. He prepared thoroughly, both led and listened to discussions well, encouraged dissent, and drew on his own research into mass incarceration and his personal experience to enrich the subject matter. So long as the University declines to employ him, it is to our institution's and our students' loss.

Thank you for your consideration.

[redacted]

Review committee for appointment of James Kilgore at UIUC

1 message(s)
Date: Tue Nov 11 2014 12:50:00 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted] "pmwise@illinois.edu"
ID: 149a067e0d37f125

I have met James Kilgore and have a great deal of respect for what he can add to the University of Illinois and to the scholarly community in general. He's a bright, productive scholar and an asset to your university.

If our penal system has the purpose of rehabilitating those convicted of crime as well as punishing them, he is a perfect example of how our system can work effectively.

Given that the review committee believes he should have his employment reinstated, it would behoove the university to heed those recommendations. I hope you choose to do so.

[redacted]

[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 12:47:44 GMT-0700 (MST)
From: [redacted]"
To: "[redacted]
CC: "[redacted]'Wise, Phyllis M"
ID: 149a065ca90ef888

Dear Chairman Kennedy,

I write to respectfully urge you and the University of Illinois Board of Trustees to support the recommendations of the review committee chaired by Professor Matthew Wheeler, and to reinstate the employment of James Kilgore on the UIUC campus.

James Kilgore is well known to me. I [redacted], and I understand he has performed admirably in his capacity as a teacher on our campus as well.

I wish to note that when I met James, he immediately informed me that he had recently been released from prison. He was entirely forthright, and has repeatedly expressed his wish to make a positive contribution to society by using his skills as a teacher and scholar. He has paid for his crimes by serving out his prison sentence. I hope you and the Board will see your way clear to reinstating him so that our campus can demonstrate by example the valuing of rehabilitation, compassionate citizenship, and a system of shared governance that takes seriously the expertise of faculty in hiring decisions.

With sincere thanks for your consideration,

Dianne Harris
Director, Illinois Program for Research in the Humanities
Principal Investigator, Humanities Without Walls Consortium
Professor of Landscape Architecture, Architecture, Art History, and History
University of Illinois, Urbana-Champaign

Please consider the reinstatement of James Kilgore's employment

1 message(s)
Date: Tue Nov 11 2014 12:21:19 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu
CC:
ID: 149a04d97ed98269

Dear Mr. Kennedy,

I am writing today in regards to James Kilgore. I, perhaps, have a different perspective than others might, as I met James [redacted]. From the moment I met John, he was an instant hero to me. At the time, I didn't know of his past with the SLA, and I did not know that his name was James Kilgore, all I knew was of his incredible work in South Africa. He spent countless hours helping me to navigate my research on [redacted]

[redacted] – putting me in touch with fishermen, politicians, government workers -- but more importantly guiding me in my research question, design and focus. He provided the historic background that I couldn't get in books and really nurtured my project. I was inspired by his dedication both to my project, as well as to the multiple social issues his organization addressed. It wasn't until many years later that I found out that the person, for whom I had so much respect and admiration had been involved in the terrible misfortune that had occurred in his youth. I was very troubled by it – but as I followed his story – through his trial, through his years in prison, where he re-vamped their prison library and educational system -- that I understood the depth of his commitment both to the families in South Africa, but also his fellow prisoners. He was, in a deep sense of the word, paying his debt for the crimes he had committed.

Currently, I am the [redacted], previously, I was [redacted]. I have also spent time working with the [redacted]. In my current role, I am assisting in the development of a [redacted] In the literature on what employers would like to see in our graduates, they often report that our students never learn to fail -- and therefore never learn to recover from that failure. Employers say that this inhibits creativity and initiative, as young employees are risk adverse and when failure happens, as it inevitably does, do not know how to handle it. James Kilgore failed majorly in his choices in his youth. He made a bad choice, and he is deeply aware of that. He has since paid the consequences for that decision. If there is anyone who could tell the story of failure and recovery from that failure – of paying ones dues, and then some, I feel that it is James Kilgore.

In addition to being an exceptional instructor, grant writer, and author, he also brings a wealth of real world experience from a perspective that is inaccessible to the majority of our students. One of the strengths of this campus is the many internationally-oriented resources we have at our fingertips. However, having resources and knowing how to capitalize on those resources, are two very different matters. There are few on this campus that have such a deep and comprehensive view of the pedagogy and practice that internationalizes. James is one of those rare resources that serve as a catalyst – or an entry point into our wealth of international. He is the kind of person that can take a student safely through the fears of the unknown and different, to a point of reflective understanding. This is a rare skill, and is no doubt, in some part, the result of his tumultuous journey that brought him here.

In short – I feel that James Kilgore is a pedagogical treasure that this campus should not waste. Yes, he has done some terrible things. He is not alone. He was caught, he knows it, he has paid for it, has reflected deeply on it and he continues to work to 'pay back' for his transgressions. I urge you to support the recommendations of the review committee chaired by Professor Wheeler and reinstate the employment of James Kilgore this week.

I would be happy to answer any questions that you might have in this regard.

Thank you for your attention.

[redacted]

A Request to Reinstate Dr. James Kilgore

1 message(s)
Date: Tue Nov 11 2014 11:57:02 GMT-0700 (MST)
From: [redacted]
To: Chairman Christopher Kennedy
CC: Trustee James Montgomery , Chancellor Phyllis Wise
ID: 149a03759e9b3411

Dear Mr. Kennedy,

I write to you today in hopes just one more letter could be the tipping point to move the University of Illinois Board of Trustees to respect and honor the wishes of his departments' leadership; the broader campus and community who know and support him; and of course, your own review committee's recommendations. By all means, please reinstate Dr. James Kilgore to the university.

I am a 20-year community member who has used "this bridge called my back" over these years to secure and sustain authentic campus/community engagement including: serving on an array of campus committees and task forces; collaborating on grants and college initiatives; and serving as adviser, mentor and, along with other [redacted]t members, even guinea pig to professors, academic professionals and students.

Beyond its commitment to students, faculty, staff, and the State, the university exists to make the community in which it resides an informed place...an engaging place...a resilient place...a self-determined place...a more democratic place...a restored place...a place of justice...and a stronger place because you are here. That's why we need James Kilgore. For me and significant numbers of community and campus-based citizens, he is the embodiment of these ideals...these goals...these hopes. We know him by his word, deed and example. He uses his intellectual brilliance in concert with his emotional intelligence in honor of the life of the mind, and life on the ground.

I promise you, from where I sit, James Kilgore is a keeper. Isn't that the biggest gift a university has to offer - to defend and hold sacred a space for the exchange of ideas that solve problems, innovate, and make real the promise of participatory democracy? Please join me in this effort to reinstate Dr. James Kilgore.

Respectfully yours,
[redacted]

Fwd: the rehiring of James Kilgore

1 message(s)
Date: Tue Nov 11 2014 11:30:10 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 149a01ec6aa224bc

To the U of I Board of Trustees,

I am an alumnus of the University of Illinois (class of 60) and The John Hopkins University. I was always proud of both of my degrees and the schools I attended until the firing of James Kilgore. Now I am hearing from my friends on the East Coast and Chicago, as well as family members who had the U of I on their list of schools applied to for 2015 that Illinois has lost its academic freedom and should be shunned.

This reputation will persist for many years unless you do the right thing and listen to the committee you set up to study the matter. They made the recommendation to rehire James Kilgore. Please honor them and all the faculty who are closely related to his performance and restore the integrity of this great university.

Respectfully,

[redacted]

Restore Professor James Kilgore's Faculty Appointment

1 message(s)
Date: Tue Nov 11 2014 10:19:54 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499fde9e6294218

I am writing to urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. Academic freedom is an important protection for faculty and students on any campus. As a graduate of a public university I believe it is especially important for our public institutions. Please do the right thing and reinstate Professor Kilgore. His credentials and his evaluations made him the right person for the job when he received the offer from University of Illinois. He is still that same person, your best choice for the hire.

[redacted]

[redacted]

[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 09:49:13 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499fc2567d85551

Dear Mr. Kennedy,

I am writing to express my strong support for James Kilgore, who has made extraordinary contributions to the world of criminal justice reform and is a thought leader on issues of justice nationwide. I hope the Board will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their upcoming meeting.

Academics and advocates nationwide are watching and waiting to see how this case is resolved. It would be a great loss for your university and a set back for the field of criminal justice reform if he is not reinstated.

Respectfully yours,

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 09:43:32 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499fbd23a888b44

Chair Kennedy,

I am writing to urge the University of Illinois Board of Trustees to move on the recommendations of the review committee on the hiring of James Kilgore, chaired by James Montgomery. Specifically, I urge the Board to reinstate the employment of James Kilgore at the upcoming Board meeting this week. On the basis of the thorough investigation, there were no errors, no concerns, and no violations made in the hiring of Mr. Kilgore. His hire was consistent with the hiring practices of the University of Illinois. Mr, Kilgore voluntarily disclosed his prior use of an alias and he was open about his previous criminal convictions. Moreover, he has contributed to the scholarly and education mission and community at Illinois during over his four years of employment thus far.

Given that all of the proper procedures were followed in the hiring of James Kilgore and his substantial contribution to the units he has worked for over the past 4 years and the campus as a whole, I am urging the Board to reinstate Mr. Kilgore's employment at Illinois.

Sincerely,

[redacted]

Concerned Alumnus

1 message(s)
Date: Tue Nov 11 2014 09:33:09 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499fb3a1788ed8e

Dear Chris Kennedy
I received [redacted] degrees in Music Composition from the University of Illinois at Urbana-Champaign, from which one could infer a certain love for the institution. And it's true: I continue to live near the university and often reflect with gratitude on how the education I received has instilled, along with my musical concerns, a sense of civic concern.

My love for UIUC and civic concern encompasses worrying about unfortunate events and trends when I observe them. The events around the employment of James Kilgore worry me greatly. I initially met him when a mutual friend suggested he discuss with me a novel he was working on. I have also seen him at performances at Krannert Center and Krannert Art Museum with students he was teaching. From my first meeting with him, he was forthright and self-critical about his past. He is, by all reports, an excellent teacher, scholar, and citizen. The sudden, and for all I could see, baseless termination of James Kilgore--and the way it was carried out--was a severe misstep which ought to be corrected lest it become part of a trend.

I think the Board of Trustees would be living up to all I admire in the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at their meeting this week.

Thank you,
[redacted]

Reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 09:21:18 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "Wise, Phyllis M" , "[redacted]
ID: 1499fa944ab9f63d

Dear Mr. Kennedy,

I am a graduate student at the University of Illinois and I am writing to encourage the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Thank you very much,
[redacted]

please reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 09:17:02 GMT-0700 (MST)
From: "[redacted] C"
To: "[redacted]
CC: "[redacted]'Wise, Phyllis M"
ID: 1499fa50a6fca389

Dear Chairman Kennedy:

I have read the report that Provost Adesida commissioned from faculty on the Urbana campus regarding James Kilgore. I encourage you and the Board to reinstate Dr. Kilgore at your meeting on Thursday.

Dr. Kilgore has served his time, paid his debt to society, and has dedicated his life to peace and justice for the past 42 years.

I ask that you work to reinstate him immediately.

Sincerely,

[redacted]

217-244-5156

James Kildore's reinstatement

1 message(s)
Date: Tue Nov 11 2014 09:14:18 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499fa261d9e6c6a

Dear Chair Kennedy,

I am aware of James Kilgore's many academic contributions to the Urbana-Champaign campus and internationally. By way of this message I am asking you and the rest of the Board of Trustees to follow the recommendations in the report prepared on James Kilgore's situation by Matt Wheeler and others. Please reinstate James in his teaching and research position at the University at your earliest convenience. Thank you for your kind attention to this message.

Sincerely,

[redacted]

James Kilgore report

1 message(s)
Date: Tue Nov 11 2014 09:06:55 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted]
ID: 1499f9ba1a274de2

Dear Mr. Kennedy,

I urge the Board of Trustees to follow the recommendation of the review committee chaired by Professor Matthew Wheeler, and permit James Kilgore to resume teaching at the University of Illinois.

He has performed his job superbly, and poses no threat to the university community.

Denying a man the opportunity to contribute positively to society later in life, on the grounds that he committed offenses in his youth for which he has served time in prison, makes us all poorer.

Regards,

[redacted]

reinstate the employment of James Kilgore

1 message(s)
Date: Tue Nov 11 2014 08:54:50 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC: "[redacted]", "pmwise@illinois.edu"
ID: 1499f9097d9db6ca

Dear Christopher G. Kennedy, Chair, University of Illinois Board of Trustees,

I am writing to ask that you and the rest of the Board of Trustees support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

As Professor Wheeler's review has demonstrated, James Kilgore is a valuable member of your university community who will continue to provide energy and unique perspectives to your students. I have known James' partner, Professor Teresa Barnes, for over 20 years as we both work in Zimbabwean history. Over these years I have always heard from others of James' stellar teaching and mentoring contributions to the education of university students in Zimbabwe, South Africa, and more recently at the University of Illinois. It would be a shame to lose such a valuable resource at your university simply because of the misrepresentations and ill-feelings from a minority point of view. I therefore support the recommendations of the review committee to have James Kilgore's employment reinstated.

Sincerely,

[redacted]

[redacted]

J. Kilgore reinstatement

1 message(s)
Date: Tue Nov 11 2014 08:34:11 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499f7db3792e8ad

Dear Mr. Kennedy:

I hope that you will follow Dr. Wheeler's committee's recommendations and reinstate James Kilgore to his position at U of I. I am a [redacted], and this is very important to them.

Sincerely,

[redacted]

Michigan Sate University

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 07:30:14 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499f4319fe75ced

Dear Mr Kennedy,

I am writing as a concerned citizen and grandson of a UIUC grad to ask that you support the recommendations of the review committee and reinstate James Kilgore.

As you no doubt know, Mr Kilgore has been completely honest about his personal history during the entirety of his employment at UIUC, and, by all accounts, entirely successful not only as an educator but as an office worker, grant-writer, and community member.

As you also no doubt know, the last few months has seen the Board of UIUC gravely jeopardize that institutions' credibility as a serious academic institution, instead putting forward quite convincing evidence that it is a mere plaything for powerful right-wing donors.

You have a chance to make that an unfortunate misimpression: reinstate James Kilgore today.

Sincerely,

[redacted]

Reinstate Kilgore

1 message(s)
Date: Tue Nov 11 2014 07:23:52 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499f3d46db8f35c

Please.

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 07:23:04 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 1499f3c8ac35998d

As a community member, and alumna of the University of Illinois, I urge you to reinstate James Kilgore to his teaching position. He is a qualified, ethical, committed member of our community who should not have been dismissed.

[redacted]

NEWS AND TRENDS, Nov 11, 2014

1 message(s)
Date: Tue Nov 11 2014 07:04:18 GMT-0700 (MST)
From: Ginny Hudak-David
To: [redacted]
CC:
ID: 1499f2b60bdd712d

NEWS AND TRENDS, Nov 11, 2014

1 – Updated: Campus panel: Reinstate Kilgore, NG, Nov 10
2 – Universities Blast Congressional Probe of NSF Grants, IHE, Nov 11
3 – Provost of Connecticut College System Resigns Abruptly, CHE, Nov 11
4 – Collective Punishment, IHE, Nov 11

1 -- Updated: Campus panel: Reinstate Kilgore

A "successful employee" who has contributed to the scholarly and educational missions of the University of Illinois, James Kilgore should not be barred from working at the university, concluded a campus committee looking into his case.

Ahead of a board of trustees' meeting Thursday, a group of about 50 supporters of Kilgore urged trustees Monday to rehire the African-studies scholar and former member of the 1970s-era radical Symbionese Liberation Army group. They also called on trustees to stop meddling in academic-hiring affairs.

…

On Monday, Kilgore asked supporters via the website change.org to email board members in advance of the meeting. He declined to comment to The News-Gazette.

…

[Professor William] Sullivan said university statutes give the board of trustees authority to establish university policies and secure needed revenues for the university.

"Their job is also to hire excellent people as department heads, deans, provost and chancellor, and they've done so. Why do they feel it's necessary to enlarge their set of responsibilities beyond policy and securing funds to micromanage this fine university?" Sullivan asked.

On Thursday, trustees will convene a regular board meeting in Chicago. An agenda has been posted, but no specific resolution on Kilgore has been listed. UI spokesman Tom Hardy said Monday he has "no reason to expect that there will be one."

…

http://www.news-gazette.com/news/local/2014-11-10/updated-campus-panel-reinstate-kilgore.html

2 -- Universities Blast Congressional Probe of NSF Grants

The Association of American Universities, a group of the nation's leading research institutions, on Monday criticized an inquiry by the U.S. House science committee into specific National Science Foundation grants.

The panel, led by Republican Representative Lamar Smith of Texas, has been requesting information from the NSF about specific grants the agency awarded through its peer review process. Smith has long criticized some NSF research grants as an example of unnecessary or wasteful government spending. Earlier this year, he led efforts in the House to pass new restrictions on how the NSF could fund social science research, a singling out of that discipline that was widely criticized among academic researchers. It also drew a rare critique by the National Science Board.

Tensions between the scientific research community and the House committee have escalated again recently, as committee staffers have been poring over individual NSF grant applications.

The AAU said in a statement that while Congress needs to provide "constructive oversight" of agencies like the NSF, the Science committees current inquiry "is having a destructive effect on NSF and on the merit review process that is designed to fund the best research and to remove those decisions from the political process."

…

https://www.insidehighered.com/quicktakes/2014/11/11/universities-blast-congressional-probe-nsf-grants

3 -- Provost of Connecticut College System Resigns Abruptly

The provost of the Connecticut State Colleges and Universities system resigned abruptly on Monday after less than eight months on the job, The Hartford Courant reported.

The provost, Michael Gargano Jr., had a brief meeting with the system's president, Gregory W. Gray, on Monday morning and then tendered his resignation, according to Michael Kozlowski, a spokesman for the system. Mr. Kozlowski said he had been told that Mr. Gargano was pursuing another position, but he didn't know where. The newspaper could not reach Mr.

Gargano or Mr. Gray for comment.

Mr. Gargano was appointed provost on December 30, 2013, and took office in March. He was responsible for leading efforts to strengthen the academic program in the system, which is governed by the state's Board of Regents for Higher Education and includes four regional universities, 12 community colleges, and the largely online Charter Oak State College. Mr. Gargano previously served as vice president for academics, faculty, and student affairs at the University of Texas Health Science Center at San Antonio.

Faculty leaders in the Connecticut system expressed disappointment over Mr. Gargano's departure. Several said there was evidence that he had been frustrated by what they described as a lack of attention to the state universities and to academic quality in the regents' plans for improving the system.

http://chronicle.com/blogs/ticker/provost-of-connecticut-college-system-resigns-abruptly/89377

Hartford Courant story: http://www.courant.com/education/hc-regents-provost-resigns-1111-20141110-story.html

4 -- Collective Punishment

When a 16-year-old girl reported having been raped by two men at a John Hopkins University fraternity party last week, the university moved quickly to punish the chapter. Neither the victim nor the men are believed to be affiliated with Sigma Alpha Epsilon or the university, but John Hopkins said the incident was related to underage drinking at the off-campus house, and placed the chapter on interim suspension.

"We are in discussions about additional steps we can and must take in light of last weekend's reported incident in order to protect the safety and well-being of our students and our visitors," Kevin Shollenberger, the university's vice provost for student affairs, said in an email to John Hopkins students.

On Friday, the university announced that open parties at fraternities are banned for the rest of the semester. It's a measure that some John Hopkins students worry could dramatically alter the university's social scene, but collective punishment of Greek systems has been used with some frequency at other colleges this academic year, as well.

In September, the Massachusetts Institute of Technology banned all fraternity gatherings larger than 49 people after a woman fell from a window at an MIT fraternity. Last month, all social activities within Emory University's Greek system were suspended following an alleged assault at a fraternity there. The ban will remain in effect, the Emory Interfraternity Council said, until there are "tangible and proactive steps mending the flaws" within the system's social scene. In all of these cases, the spark for stronger punishment was an incident that took place at one or two houses.

"I think it's really clear why schools are starting to get more aggressive here," said Elizabeth Armstrong, associate professor of sociology at the University of Michigan. "With colleges concerned about Title IX compliance and getting messages from the Department of Education that these kinds of issues related to sexual assault and harassment need to be dealt with, the climate is changing. And colleges are responding to these changes."

While the majority of fraternity members do not commit rape, they are three times as likely to commit rape as non-members, according to a 2007 study published in the NASPA Journal. Fraternity members are also more likely to engage in binge drinking, as well as to have unplanned sex or be injured while drinking. Armstrong said colleges likely do not mean for these bans to be seen as specifically condemning fraternity parties, but are rather an attempt to address the negative effects of large college parties in general.

...

https://www.insidehighered.com/news/2014/11/11/colleges-turn-campuswide-bans-fraternity-sorority-parties

WEBSITES and BLOG LINKS

Phyllis Wise's blog: http://illinois.edu/blog/view/1109

Paula Allen-Meares' website: http://www.uic.edu/index.html/Chancellor/

Susan Koch's blog: http://chancellorblog.uis.edu/

All news stories available in full later today at:

http://www.uillinois.edu/cms/one.aspx?portalId=1117531&pageId=1445626

subscribe || unsubscribe

1 message(s)

Date: Tue Nov 11 2014 07:00:04 GMT-0700 (MST)

From: [redacted]

To: [redacted]

CC:

ID: 1499f27782244979

Dear Chairman of UIUC Board

Please do the right thing and support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore

Thanks

[redacted]

honoring the findings of the review committee charged with evaluating the Kilgore case

1 message(s)
Date: Tue Nov 11 2014 06:52:23 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499f20747e4250e

Dear Mr. Kennedy,

As you know, the committee chaired by Professor Matthew Wheeler has issued a formal report on the case of Dr. James Kilgore, and this report recommends that the Board of Trustees reinstate Dr. Kilgore, who was summarily removed from his teaching post at the University of Illinois at the Board's behest. I write to urge you to heed and honor the recommendations of this duly-charged faculty committee. Our university cannot continue to function if the considered judgments of its faculty are not respected and acted upon.

Yours sincerely,
[redacted]

[redacted]

Letter of support for James Kilgore

1 message(s)
Date: Tue Nov 11 2014 06:46:11 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499f1aca5a9ec3c

Dear Christopher Kennedy,
I am writing to urge you to please consider re-instating James Kilgore at you're upcoming meeting. I have known Kilgore for seven years and he does exemplary work. The United States has 65 million individuals with past criminal convictions, and individuals such as Kilgore are a model of what it means to be rehabilitated and integrated into lawful society. Please do not deny him and his family the opportunity to stay on the right path by denying him employment on the basis of his past actions for which he has already served his debt to society.

[redacted]

James Kilgore

1 message(s)
Date: Tue Nov 11 2014 05:42:52 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499ee0d2116f373

Dear Sir, good morning,

We have known the case of James Kilgore,

I Demand that the Board support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Tue Nov 11 2014 05:30:22 GMT-0700 (MST)
From: helen jackson
To: "[redacted]
CC: "[redacted] "pmwise@illinois.edu"
ID: 1499ed55f8ee35b9

Dear Chris Kennedy
In the interests of justice, objectivity and the credibility of the University of Illinois as a progressive and fair institution, I hereby add
my voice to the many people internationally who are deeply disturbed by the firing of James Kilgore. I urge the Board of Trustees
to endorse the recommendations of the Review Committee headed by Prof Matthew Wheeler to reinstate him forthwith, and to
end this discrimination. It is not acceptable in any just society or institution to continue to punish someone who has already
been punished and paid their dues, and to block him from contributing further to that society through his professional skills and
commitment.

Yours sincerely

[redacted]

Your moment in time

1 message(s)
Date: Tue Nov 11 2014 05:22:14 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499ecde9d63ba2b

If, in your youth, you ever did ANYTHING that you later came to very much regret; ...if you've found yourself involved in activities that you thought were going one way but quickly got out of control; ...if you have ever had a moment when you looked at anything and said to yourself, "There but for the Grace of God go I," then I respectfully request that you think long and hard about your judgement of Dr. Kilgore and his situation. Society's investment in getting those who do wrong to repent is wasted and hollow if they must repay and repay ...forever, no matter how much they re-educate themselves, mature and give back. Consider when you approach the end of your life and look back, will your action taken here be yet another regret.

[redacted]

james kilgore

1 message(s)
Date: Tue Nov 11 2014 04:35:52 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted] 'Wise, Phyllis M"
ID: 1499ea37c2e68a40

Dear Mr Kennedy,

As an [redacted], I write to urge the Board of Trustees to support the recommendations of the review committee

chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Sincerely,

[redacted]

Reinstatement of James Kilgore

1 message(s)
Date: Tue Nov 11 2014 02:03:40 GMT-0700 (MST)
From: Leonard Gentle
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499e183ae305ab8

The Chair of the University of Illinois
Attention: Chris Kennedy,

On behalf of the International Labour Research and Information Group (ILRIG) we ask your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.
Regards
Leonard Gentle

James Kilgore's employment

1 message(s)
Date: Tue Nov 11 2014 01:58:49 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu
CC:
ID: 1499e13b16658303

Dear Chairman Kennedy, Members of the University of Illinois Board of Trustees, and Chancellor Wise,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and
our University has greatly benefited from his contribution.

Thank you very much for your consideration.
Sincerely,

[redacted]

[redacted]

Employment of James Kilgore at the University of Illinois

1 message(s)
Date: Tue Nov 11 2014 01:48:02 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted], "Wise, Phyllis M"
CC: "[redacted]
ID: 1499e09d90ca8ade

Dear Chancellor Wise, Chairman Kennedy and Members of the University of Illinois Board of Trustees,

I write to ask that you support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week. The thorough work of the Committee and its report demonstrate very clearly that Dr. Kilgore's employment has been consistently well managed by the units that decided to hire him, and our University has greatly benefited from his contribution.
Thank you very much for your consideration.
Sincerely,

[redacted]



Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 22:32:33 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499d56d445101e7

Dear Christopher G. Kennedy, Chair,
University of Illinois Board of Trustees

In light of the positive recommendation of the review committee to fully reinstate James Kilgore, I urge you to affirm the committee's work and restore him to his previously agreed-upon employment with the University of Illinois. I met James Kilgore in connection with his writing, and I know him to be—without hyperbole—a brilliant, open-minded, and conscientious scholar, teacher, and author whose ongoing work with the University would surely be of great benefit to students, as well as faculty and the entire community. Further, as a Jew who for many years has been deeply dismayed by and strongly opposed to the policies and practices of the Israeli government and military (and there are many more of us now) I would hope that the University, in reinstating James Kilgore, would do so in recognition of the precious rights of free speech that should be at the heart of the modern University. As a [redacted], I must note that the 50th anniversary of the historic Free Speech Movement (FSM) was recently celebrated—events that had a profound national and international impact. I look forward to hearing positive news from you and your colleagues and thank you for your careful consideration. Sincerely, [redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 22:12:54 GMT-0700 (MST)
From: [redacted]"
To: "[redacted]
CC: "[redacted]'Wise, Phyllis M"
ID: 1499d44de1494c5a

Good might Mr. Kennedy:

I hope this email finds you well. I am writing to request that you honor the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. It's not only the honorable thing to do, but this gesture will help to bring peace to a campus that is wounded and divided. It is my prayer and hope that the Board of Trustees will make the right decision on November 11th.

To that end, I leave with the following: "When the choice is to be right or to be kind, always make the choice that brings peace." Wayne Dyer.

[redacted]

[redacted]

Upcoming Board of Trustees meeting

1 message(s)
Date: Mon Nov 10 2014 22:12:08 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu
CC:
ID: 1499d4475a702dac

Dear Christopher Kennedy, James Montgomery and Chancellor Wise,

I am [redacted]

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your next meeting for three reasons:

1. Discriminating against an employee in the City of Urbana based on felony conviction is against the Urbana's Human Right Ordinance.

2. Reinstating James Kilgore would re-instill confidence in the academic process at the UI and help to lift the chill that is causing reputable faculty members to consider relocating to other universities.

3. James Kilgore is an incredible asset to the local and campus community. I know James personally - [redacted]. As he has testified, James deeply regrets mistakes he made as a young person, served his time, and has transformed his life.

I have lived in this community [redacted]. I know Champaign Urbana and can attest that the dominant sentiment is that James Kilgore is not the threat you assert he is and should be reinstated.

best,
[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 21:44:21 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499d2ab4b4a4e75

Please reinstate Mr. Kilgore's job. His past is exactly that, past. Live and forgive. Move past it and let him get back to work.
Thanks,
[redacted]

Reinstate James Kilgore at the University of Illinois

1 message(s)
Date: Mon Nov 10 2014 21:34:30 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu

ID: 1499d21ad64537cb

Dear Chris Kennedy,

I hope this email finds you well. I know James Kilgore well, [redacted]). As the Chair of the University of Illinois, you sit in a position that welds great power. With that power comes great responsibility to preserve the academic integrity of the University of Illinois. Whatever the political views of James Kilgore, he has honestly and capably served the academic community of the University of Illinois. I know you and many other administrators have received hundreds of emails and letters attesting to the integrity, professionalism and meaningful contributions to the University. I ask you to put aside vindictive and baseless attacks on James and focus on the recommendations provided to you by Professor Matthew Wheeler and the the institutional review processes of the University. These processes are intended to protect academic freedom and the policies of the University and should play a major role in your finding. This is an important decision and I hope that your judgement will support the principles of academic freedom and the integrity that are woven in the fabric of the University of Illinois.

Thanks and stay well,
[redacted]

the re-instatement of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 21:32:17 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy , [redacted] pmwise@illinois.edu
CC:
ID: 1499d1fa8a2ea03a

To: Board of Trustees Chair Christopher G. Kennedy, Board of Trustees

Member James Montgomery, and Chancellor Phyllis Wise

This message is in regard to the employment status of James Kilgore. I urge the Board of Trustees to recommend the re-instatement of Dr. Kilgore at your meeting this week.

In support of this position, I would like to underscore the findings of the committee, established by Provost Adesida to review the "hiring processes that were used by the Urbana campus, and relevant campus units, for the prior and current employment appointments of James Kilgore." The committee found that (a) no errors were made, (b) no corners were cut, and (c) no policies were violated in hiring Dr. Kilgore over these past four years. In light of these findings, the committee has called upon the University to re-instate Dr. Kilgore.

I urge the Board of Trustees to take the following four steps:

1. Follow the recommendations of the committee and reinstate Dr.

Kilgore immediately;

2. Issue a public statement commending the review committee for its

work and findings;

3. Refrain from further interference in the hiring decisions made by

executive officers and Deans;

4. Recognize the authority of campus administration to carry out their

designated duties and responsibilities, and remember that the

University Statues indicate that the Board of Trustees should set

policies and secure funding for the University.

Thank you for considering this recommendation.

Sincerely,

[redacted]

Kilgore

1 message(s)
Date: Mon Nov 10 2014 21:18:16 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted], "Wise, Phyllis M"
ID: 1499d12dca9dca1a

Dear Chris, Phyllis, James,

I do support the reinstatement recommendation. I know it is a hard thing to do from the 'appearances' point of view, but I am very much a believer in rehabilitation.

I have my own story of a [redacted] when he encountered a problem with the law. After his experience, he was a better citizen than most of us. As people age, and learn from their mistakes, they can be valuable contributors to society - and to campus - even if they had a checkered past that attracts newspaper coverage. If a university, center of progressive thinking, isn't going to give them the chance, who will?

Best regards,

[redacted]

[redacted]

Please reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 21:05:52 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: pmwise@illinois.edu, [redacted]
ID: 1499d0778dc11fed

Dear Chairman Chris Kennedy, and Fellow Board of Trustee Members, University of Illinois

We understand the recommendation to reinstate James Kilgore has been offered by the review committee, regarding, as chaired by Professor Matthew Wheeler. As a member of the local community who has been impressed by James Kilgore for his stalwart compassion and commitment for our community and fellow man, and women,and commitment for clarity in educating others, I plead with you to take the step to reinstate James Kilgore, at your meeting this week. He is a great asset to our region, and we hope he will be given opportunity to prove his value to the University, again.

Sincerely,

[redacted]

In Support of Reinstating James Kilgore

1 message(s)
Date: Mon Nov 10 2014 21:00:39 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC: "[redacted]", "Wise, Phyllis M"
ID: 1499d02b915e83c0

Dear Mr. Kennedy:

Greetings. My name is [redacted]. I am [redacted] at the UI. I truly love working and teaching at the University. However, I was deeply troubled by the University's decision last spring not to rehire James Kilgore as a researcher in the Center for African Studies. Kilgore is a brilliant thinker, who has paid his debt to society and has enhanced the intellectual life of the University and the Champaign-Urbana community. Like thousands of people on campus and around the world, I interpreted Kilgore's termination as a politically motivated decision. It seems to me that the University can ill afford another high-profile case involving the violation of academic freedom and faculty governance.

The Kilgore affair also contains important racial implications. Although he is white, Kilgore's appointment was in the Center for African Studies. His teaching and community work focuses on issues of racial justice locally and globally. Given this, many faculty, students, and staff of color on campus view Kilgore's dismissal as an attack against the intellectual mission and integrity of the Center for African Studies in particular and Ethnic Studies/Gender and Women's Studies in general. Indeed, Kilgore's dismissal has contributed to a worsening racial climate on campus.

In closing, I ask that the Board of Trustees follow the recommendations of the review committee and rehire Kilgore immediately. His rehiring will help to begin the healing process that this University so desperately needs. Thank you in advance for your consideration.

Sincerely,

[redacted]

[redacted]

[redacted]

Wheeler report on James Kilgore

1 message(s)
Date: Mon Nov 10 2014 19:14:25 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499ca183b14d466

Dear Chairman Kennedy,

I urge the Board of Trustees to accept the recommendations of the Wheeler Report and to reinstate James Kilgore.

The report clearly shows that no errors were made in the hiring of Mr.Kilgore and that there was no justification for firing him.

Accepting its recommendations will not only right a wrong but will serve as a much-needed reminder that the Board of Trustees is committed to defending the core principles of a university against the fickle winds of outside influence.

Sincerely,

[redacted]

[redacted]

Please reinstate the employment of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 19:02:46 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499c96cf23019e2

Dear Mr. Kennedy,

I am writing to ask you to support the recommendations of the review committee chaired by Professor Matthew Wheeler regarding the reinstatement of James Kilgore at the University of Illinois.

This decision should be made based on Mr Kilgore's performance at the University and not on the pressure from sensationalist media and on his background. Mr Kilgore has proved what a positive asset he can be to the University and to society.

Please make the right decision; everyone deserves a second chance.

Sincerely,

[redacted]

Regarding James Kilgore's Employment

1 message(s)
Date: Mon Nov 10 2014 17:49:21 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 1499c5debe7398fb

Dear Chairman Kennedy,

After reviewing the recommendations of the review committee chaired by Matthew Wheeler, it is evident that the Board of trustees should allow whichever department is interested in employing Mr. Kilgore to proceed.
It is apparent that Mr. Kilgore has a rich experiential background, which when coupled with his subject knowledge and methods of presentation can only enhance a students educational experience.

Respectfully,
[redacted]

cc: James Montgomery and Chancellor Phyllis Wise

Sent from Windows Mail

Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 17:10:13 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 1499c2fc4e57dde1

Dear Mr. Kennedy,

I am an employee and alumna of the University of Illinois, and I am writing to voice my support of reinstating James Kilgore's employment, in keeping with the findings of the Hiring Process Review Committee Report of August of this year. The bottom line of this report is that James Kilgore was hired in accordance with University policies, and that he has been an exceptional employee of the University.

It would be grossly irresponsible of the University's administration not to reinstate James Kilgore in light of this report. Not to reinstate Mr. Kilgore is to show this campus and the academic community at large that the University of Illinois does not follow its own policies, protect the rights of its faculty, or care about its own integrity as a learning institution.

I have always been proud to be an alumna and member of the University of Illinois community, but lately I am deeply disappointed and disturbed by the administration's logic and decision making. It is truly a shame that the reputation of this University would be blemished by these controversies, despite the excellent works and remarkable innovations of its faculty, staff, and students. It is in the Board's power, and it is its responsibility, to repair the damage.

Furthermore, I believe that supporting the dreams and accomplishments of formerly incarcerated scholars is entirely in line with the University's mission of public service, stewardship, and inclusivity. To bar qualified and dedicated scholars like Mr. Kilgore, who has paid the time to atone for his actions and is combating mass incarceration with education and community engagement, from employment or attendance at Illinois would be a cynical betrayal of the University's values.

I sincerely hope you will follow the recommendations of the committee and remind the academic community of how great of an institution Illinois is and can be.

Respectfully,

[redacted]

Dr. James Kilgore and LAS Global Studies

1 message(s)
Date: Mon Nov 10 2014 16:22:14 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illlinois.edu"
ID: 1499c04132779a84

November 10, 2014

Mr. Christopher G. Kennedy, Chair
University of Illinois Board of Trustees

Dear Trustee Kennedy,

I write as [redacted]. Dr. Kilgore has taught four courses over the past two years for LAS Global Studies. For the last two semesters he has made the List of Instructors Ranked Excellent by their Students. Because of [redacted]. These are eight-week, one-hour courses that our majors must take to complete their program of study

During the spring 2014 semester, the Faculty Advisory Committee of LAS Global Studies approved four seminars proposed by Dr. Kilgore for AY 2014/15. However, during a meeting in April of 2014 with the Provost, Dr. Kilgore was informed without explanation that he was no longer able to work at the University of Illinois.

As you know, Dr. Kilgore's past criminal conviction came to the attention of the Board of Trustees, which requested the Provost to conduct a review of the hiring processes used at the Urbana campus. The committee chaired by Professor Matthew Wheeler submitted its report (Hiring Processes Review Committee Report) to the Provost in late August of this year. The committee found no irregularities in the hiring process of Dr. Kilgore. Moreover, the committee recommended that "he be allowed to continue to be employed by the university in accordance with the policies that apply to all individuals seeking employment. Specifically, we would endorse the professional judgments of units wishing to hire Mr. Kilgore during the Fall 2014 semester pursuant to the hiring practices currently in place."

I understand that the Board of Trustees will discuss this report in Executive Session at this month's meeting. The Provost supports the committee's findings and recommendations. I hope that you too endorse the report and communicate your support to your fellow Trustees.

With many thanks in advance for your time and consideration of this request,

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 16:21:08 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499c02cd27c7396

Dear Chairman Kennedy,

I was a [redacted] when Patty Hearst was kidnapped, about [redacted] miles away from where I lived, and I remember the uncertainty of those times quite vividly. I am also a friend of James Kilgore. I have spoken to him at length about what he did and have also gotten a sense of the sort of person he is today. I am convinced that he has truly become a better (and remarkable) person, and I am also convinced that his presence on the staff of our Campus is a tremendous asset.

I respectfully urge that you follow the suggestions of the Wheeler Committee and reinstate him to his previous position. This will not only make us a stronger University, but it will also help heal some of the rancor and bad feelings of the last few months.

For purposes of identification, I [redacted]

Sincerely yours,

[redacted]

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 15:51:00 GMT-0700 (MST)
From: [redacted]"
To: "[redacted]
CC: "Wise, Phyllis M" , "[redacted]
ID: 1499be74bb635624

Dear Chair Kennedy,

I have known James Kilgore as a friend and colleague. I urge you to endorse the recent report so that he can be rehired at the University as soon as possible.

Thank you for your consideration,

[redacted]

please reinstate the employment of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 15:40:35 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted]"Wise, Phyllis M"
ID: 1499bddb756c62ea

Dear Board Members Kennedy and Montgomery, and Chancellor Wise,

It is my understanding that Mr. Kilgore has not only renounced his past, but gone to great lengths to actively and energetically work for causes of peace and justice. His work at the University has been praised as exemplary. Dismissing

the recommendations of the review committee would not only be an insult to the faculty here, but a waste of a hardworking and effective asset at the University. Please don't endorse the view that there is no such thing as rehabilitation in an effort to appease conservative members of the community.

Respectfully,

[redacted]

Support the recommendations in the "Hiring Processes Review Committee Report"

1 message(s)
Date: Mon Nov 10 2014 15:32:25 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC: "[redacted], "Wise, Phyllis M"
ID: 1499bd642db5345a

Dear Chair Christopher Kennedy,

My name is [redacted]

The committee submitted their report to the Provost in August 2014. I support the rigor and comprehensive nature of the committee's work and their report. I also support their conclusions with respect to Dr. Kilgore's future employment at the University of Illinois.

As the committee report has shown, the Center for African Studies [redacted], as well as the other units which employed Dr. Kilgore, followed "the accepted policies and practices in place at the time of his various appointments." I also concur with the findings that Dr. Kilgore has been a "successful employee and has contributed to the scholarly and educational missions of the campus."

We hope that the Board of Trustees will follow the findings and recommendations of the committee, which the Provost concurs with, and that Dr. James Kilgore "be allowed to continue to be employed by the University." He is a[redacted]

Sincerely,

[redacted]

[redacted]

recommendations of review committee chaired by Professor Matthew Wheeler

1 message(s)
Date: Mon Nov 10 2014 15:04:47 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]
CC: "[redacted] "pmwise@illinois.edu"
ID: 1499bbcf38e2ac46

University of Illinois Board

Dear Chris Kennedy,

I urge your board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours truly,

[redacted]

James Kilgore reinstatement

1 message(s)
Date: Mon Nov 10 2014 14:58:41 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC:
ID: 1499bb75056e9ed6

I urge you to please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the Board's meeting this week.

Reinstatement of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:52:56 GMT-0700 (MST)
From: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499bb20ab7e5af3

Dear Chris,

I am making a long-distance plea from Cape Town to request your Board to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Best regards,
[redacted]

Please reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:51:27 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]
CC: "[redacted], "Wise, Phyllis M"
ID: 1499bb0bc32522e4

Trustees Kennedy and Montgomery, and Chancellor Wise,

I respectfully wish to express support for the reinstatement of James Kilgore as an adjunct professor at UIUC. I am a[redacted], two groups that James continues to work with to use his experiences to improve people's lives in this area. He is a recognized scholar and an acclaimed teacher, as well as a tireless fighter for social justice.

Thank you for your time,

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:31:14 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 1499b9e39e2c8bac

Dear Mr Kennedy,

I am writing to ask that you follow the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at the University of Illinois.

It is quite shocking to hear that this establishment has bowed to political pressure and gone back on the terms of its contract with James Kilgore. One would expect the highest ethical posture from a third level educational institution. Anything else is reason for disappointment and cynicism regarding the university.

Yours sincerely,

[redacted]

[redacted]

Please approve Wheeler's report

3 message(s)
Date: Mon Nov 10 2014 12:44:11 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] Phyllis M Wise
ID: 1499b56e4c852d34

Hi Chairman Kennedy,

I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Thanks,

[redacted]

[redacted]

[redacted]

[redacted]

Re: Please approve Wheeler's report

3 message(s)
Date: Mon Nov 10 2014 13:33:47 GMT-0700 (MST)
From: Chris Kennedy
To: [redacted]
CC: "" , Phyllis M Wise
ID: 1499b699a64f909f

[redacted]

Thanks for this

I am a [redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] < [redacted] wrote:

>

> Hi Chairman Kennedy,

>

> I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.

>

> I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

>

> Thanks,

>

>[redacted]

>

>

>[redacted]

[redacted]

>[redacted]

>

>

>

>

>

Re: Please approve Wheeler's report

3 message(s)
Date: Mon Nov 10 2014 14:01:31 GMT-0700 (MST)
From: [redacted]
To: Chris Kennedy
CC:
ID: 1499b9dd00761a16

Chris

They speak so highly of you. [redacted] (-:

Thanks, [redacted]
[redacted]

Sent from mobile device and probably flawed

------ Original message ------
From: Chris Kennedy <[redacted]
Date:11/10/2014 2:33 PM (GMT-06:00)
To: [redacted] <[redacted]
Cc: "<[redacted] <[redacted] Phyllis M Wise <pmwise@illinois.edu>
Subject: Re: Please approve Wheeler's report

[redacted]

Thanks for this

I am a [redacted]

We will be sure to consider your opinion when we take up this issue

Chris

Christopher G. Kennedy
[redacted]

> On Nov 10, 2014, at 1:44 PM, [redacted] <[redacted]> wrote:
>
> Hi Chairman Kennedy,
>
> I'm [redacted], and I would call myself an ethical person. Fair is fair, and James Kilgore has served his time in jail. He's a good person and good teacher.
>
> I hope you will support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.
>
> Thanks,
>
> [redacted]
>
>
> [redacted]
> [redacted]
>
>
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>
>
>

Request for reinstatement of Mr. Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:19:15 GMT-0700 (MST)
From: [redacted]h
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b935394d3316

Nov. 10, 2014

Dear Board of Trustees Chair Kennedy,

A University can encourage free inquiry and social improvement. However, a university's adherence to policy of "endless punishment" hinders rather than encourages that inquiry. Please reinstate Mr. Kilgore's status as instructor, as recommended by the review board.

Sincerely,
[redacted]

cc: Board member James Montgomery and Chancellor Phyllis Wise

Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:18:50 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: pmwise@illinois.edu, [redacted]
ID: 1499b92d5bb0a26b

Dear Esteemed Chair
I implore you herewith to reinstate James Kilgore. I know him personally as an excellent educator and researcher [redacted]. He made an invaluable contribution to many student and community members' education and the quest for Social Justice.
Please ignore previous email sent in error.
Best Regards
[redacted]

please reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:12:51 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC: "[redacted]", "Wise, Phyllis M"
ID: 1499b8e59f3ba5a3

Dear Christopher Kennedy,

I write to strongly support the recommendation of the review committee chaired by Professor Matthew Wheeler, to reinstate the employment of James Kilgore.

Sincerely,

[redacted]

reinstatement of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 14:07:14 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499b88413982816

Dear Chairman Kennedy,

I write to ask you to follow the recommenation of the Wheeler report and reinstate James Kilgore. The faculty of this university are united in their belief that our shared governance has been seriously threatened by the overreach on the part of the Board of Trustees. Shared governance means much more than shared sacrifice as faculty support the leadership team. It means independent and and critical judgment exercised in a spirit of cooperation but also fairness. The Wheeler committee displayed shared governance at its best. I hope that you will acknowledge the importance of shared governance even if it means criticism from certain quarters of our state's citizenry.

All the best,

[redacted]

--

[redacted]

2 message(s)
Date: Mon Nov 10 2014 13:51:32 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: pmwise@illinois.edu, [redacted]
ID: 1499b79e40bcafe7

Dear Christopher Kennedy,
As someone who deeply admired and was heavily influenced by Robert Kennedy, I urge you to support the Review Committee's report on the rehiring of James Kilgore. He is an extraordinary teacher both at the University and in the larger community . He certainly committed a terrible crime, but has paid his price to society. Respectfully submitted,
[redacted]

Re:

2 message(s)
Date: Mon Nov 10 2014 13:56:00 GMT-0700 (MST)
From: Chris Kennedy
To: [redacted]
CC:
ID: 1499b7def5ff504c

[redacted]

Thanks for this

Chris

Christopher G. Kennedy
[redacted]

On Nov 10, 2014, at 2:51 PM, [redacted] wrote:

Dear Christopher Kennedy,
As someone who deeply admired and was heavily influenced by Robert Kennedy, I urge you to support the Review Committee's report on the rehiring of James Kilgore. He is an extraordinary teacher both at the University and in the larger community . He certainly committed a terrible crime, but has paid his price to society. Respectfully submitted,
[redacted]

Comment concerning Board action on James Kilgore

1 message(s)
Date: Mon Nov 10 2014 13:50:57 GMT-0700 (MST)
From: [redacted]
To: [redacted]

CC: [redacted] pmwise@illinois.edu
ID: 1499b79eaa53c9d3

Dear Chairman Kennedy,

I am contacting you in reference to the Board of Trustees' consideration of the reinstatement of James Kilgore with the University of Illinois.

I serve as [redacted]

I am [redacted]

I am also [redacted]

It is people like James Kilgore who serve as an inspiration to people like me – [redacted]. Around 630,000 prisoners are released annually, and according to the most recent Department of Justice study around 67% recidivate within three years.

That is not surprising, as it is extremely hard for prisoners to reassimilate into society given the difficulty of finding a job and housing, and having to cope with the stigma of a criminal record – even after the term of punishment imposed by a judge or jury has been fully served long ago.

When prisoners rehabilitate themselves and stay out of prison, they often do so in spite of the system rather than because of it, and they do so with the hope they one day can put their past behind them.

The University's decision to terminate Mr. Kilgore's employment, however, demonstrates the futility and fallacy of that hope.

Whereas Mr. Kilgore's success as a rehabilitated ex-felon serves as an inspiration for people who are currently incarcerated and those who have been released, the University's decision to terminate his employment based on reports detailing his criminal past -- a past that was fully disclosed – serves as a reminder that for some people and institutions, rehabilitation is meaningless, the punishment of a criminal conviction will never end and ex-offenders can never escape their past no matter how long ago their offenses occurred.

I trust you will agree that this sends the wrong message, and I therefore urge you to reinstate Mr. Kilgore's employment with the University.

In closing, please consider if the late Nelson Mandela had taught at your school and was the subject of news reports similar to those involving Mr. Kilgore. After all, Mandela, a former prisoner who served 27 years, advocated for the armed overthrow of his government. Amnesty International refused to consider him a prisoner of conscience for that reason; he was labeled a terrorist both by the apartheid South African government and by the U.S. (indeed, he was placed on the U.S. terrorist watch list). Given his past criminal history, would the University have terminated Mandela's employment simply due to criticisms in the press about his past criminal (indeed, terroristic) record? Or would it have taken a principled stand to support a valued member of its faculty who had overcome his past bad acts committed decades ago?

Thank you for your time and attention in this regard;

[redacted]

1 message(s)
Date: Mon Nov 10 2014 13:41:24 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]"
CC: "[redacted]", "Wise, Phyllis M"
ID: 1499b70956823f2d

Christopher G. Kennedy, Chair,

University of Illinois Board of Trustees

Dear Mr. Kennedy:

As a[redacted], I would urge to Board of Trusties not to interfere with faculty assessments of scholarly and teaching competence or with their decisions on hiring, and to support the recommendations of the review committee chaired by Professor Matthew Wheeler for reinstatement of the employment of James Kilgore at their meeting this week.

Very Truly yours,



[redacted]

James Kilgore

2 message(s)
Date: Mon Nov 10 2014 13:22:35 GMT-0700 (MST)
From: [redacted]"
To: "[redacted]"
CC: "Wise, Phyllis M" , [redacted]
ID: 1499b5f6af3b7ec6

Dear Mr. Kennedy,

I add my voice in urging you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. I hope my message is brief enough.

Best regards,

[redacted]

RE: James Kilgore

2 message(s)
Date: Mon Nov 10 2014 13:39:25 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted], "Wise, Phyllis M"
ID: 1499b6ec5a7e0e93

11/10/14

Dear Mr Kennedy,

I would like to voice my opinion that the Board of Trustees of the University of Illinois should support the recommendation of the review committee chaired by Professor Matthew Wheeler to reinstate the employment of James Kilgore.

To do otherwise would further inflame an already extremely contentious issue of shared governance on this campus.

Thank you very much.

[redacted]

[redacted]

Kilgore case

1 message(s)
Date: Mon Nov 10 2014 13:37:08 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]
CC: "Wise, Phyllis M" , President Easter , "[redacted]
ID: 1499b6d77e424621

Dear Mr. Kennedy,

I write to request that the Board of Trustees agree with the recommendations of the review committee that was chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at you meeting this week. I believe the termination of Kilgore's appointment was a violation of his rights and a serious mis-step by the provost. This is an opportunity for you and the Board to set this matter aright. I hope you will do the right thing.

Sincerely,

[redacted]

James Kilgore reinstatement

1 message(s)
Date: Mon Nov 10 2014 13:29:22 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC: "[redacted]", "pmwise@illinois.edu"
ID: 1499b6854927b330

Dear Mr Kennedy

In the interests of equality and fair employment opportunity to all, I implore you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore. His reinstatement would be a significantly positive and just move by the University of Illinois.

Yours sincerely,
[redacted]

[redacted] pmwise@illinois.edu

1 message(s)
Date: Mon Nov 10 2014 13:26:25 GMT-0700 (MST)

From: [redacted]
To: [redacted]
CC:
ID: 1499b62d4743b92a

Dear Mr. Kennedy,

I ask you please to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.
Thank you

[redacted]

U of I Board of Trustees

1 message(s)
Date: Mon Nov 10 2014 13:19:46 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b5cae2e935ce

Dear Sir/ Madam

My name is [redacted]. I knew James Kilgore [redacted]. He dedicated his time in the pursuance of social justice for very many people in South Africa and beyond. I urge you to support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore.

Yours sincerely

[redacted]

[redacted]

JAMES KILGORE RE-INSTATEMENT

1 message(s)
Date: Mon Nov 10 2014 13:16:43 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu
CC:
ID: 1499b59f3ae8e241

Mr. Kennedy,

A note of support for the re-instatement of Dr. James Kilgore. I urge you and the Board of Trustees to do the right thing and many will applaud you for a correction that is legally and morally in line with your institution. You have an opportunity to be leaders. Please step up and lead in the way we always urge our students to do. They are watching.

Thank you. I look forward to celebrating your decision.

All the Best,

[redacted]

[redacted]

Board of Trustees vote on employment of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 13:10:07 GMT-0700 (MST)
From: "[redacted]"
To: "[redacted]
CC: [redacted]", "Wise, Phyllis M"
ID: 1499b543bf36c2fb

Dear Mr. Kennedy,

I write to urge you and the Board of Trustees to follow the recommendations of the review committee chaired by Professor Matthew Wheeler and support the reappointment of James Kilgore at the University of Illinois at Urbana-Champaign. Mr. Kilgore has served time for his criminal convictions, and has repeatedly indicated his remorse for the actions that led to his convictions. He has demonstrated a strong commitment to teaching in his appointments on our campus. Professor Wheeler's committee writes, and I quote:

"Finally, the committee does not support a blanket or permanent exclusion of employment for Mr. Kilgore. The record demonstrates that Mr. Kilgore has been a successful employee and has contributed to the scholarly and educational missions of the campus in the academic hourly and visiting specialized faculty positions that he has held over the last four years."

I hope that the Board will consider the report carefully and vote in favor of reinstating Mr. Kilgore.

Sincerely,

[redacted]

Reinstate the employment of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 13:07:20 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu
CC:
ID: 1499b515cfd29bbb

Dear Christopher Kennedy, James Montgomery and Phyllis Wise,

As an Alumni of the University of Illinois Urbana Champaign (UIUC), I urge you to immediately reinstate the employment of James Kilgore. The report by the Hiring Processes Review Committee clearly finds that Mr. Kilgore's employment was terminated unfairly. 2014 has been an embarrassing year for the UIUC in regards to academic freedom. Please end the year by doing what is right - rehire Mr. Kilgore immediately.

Sincerely,
[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 13:00:23 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b4b028bf465c

Dear Mr. Kennedy,

After our transition to democracy in 1994, we, the victims of Apartheid in South Africa, held a Truth and Reconciliation Commission. While there were many issues that were not addressed, one of the outcomes was that we forgave a number of government officials and members of the police and military for their unspeakable crimes against us. The wounds inflicted during the Apartheid era still fester but we staved off a bloodbath.

Surely, your Board can find a route to reconciliation for any criminal act James Kilgore may have committed during your country's period of racial segregation.

I urge you to accept the recommendations of the review committee chaired by Professor Mathew Wheeler.

Yours truly,
[redacted]

Hiring Processes Review Committee Report

1 message(s)
Date: Mon Nov 10 2014 12:43:49 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted]"Wise, Phyllis M"
ID: 1499b3cddca3ae31

Chair Kennedy,
I understand that the Board of Trustees will be considering the recommendations of the Hiring Processes Review Committee Report, which was prepared at the request of the Provost. The committee performed a thorough review of the hiring processes used by four different campus units to hire James Kilgore, and they meticulously documented each of several hiring decisions. They found that "the hiring officials did not violate any university or campus policies or procedures when hiring Mr. Kilgore." They then conclude"that Mr. Kilgore be allowed to continue to be employed by the university..."

I request that the Board follow the recommendations of this committee and allow Mr. Kilgore to continue his university employment.

Regarding general campus hiring policy, the committee also recommended that "the campus develop a criminal background check policy" for new hires. This is a sound recommendation, to prevent confusion around such situations in the future. In the case of Mr. Kilgore, despite there being no such campus background check policy at the time, the report documents that, in fact, an appropriate assessment was done in virtually all of the hiring decisions regarding Mr. Kilgore. There is no sound reason for the Board to continue to bar Mr. Kilgore's employment by campus units who wish to do so, in accordance with campus policies.
[redacted]

the
hiring
officials
did
not
violate
any
university
or
campus
policies
or
procedures
when
hiring
Mr.
Kilgore,

[redacted]

Re: Urgent: Email U of I Board and Chancellor about James Kilgore's employment

2 message(s)
Date: Mon Nov 10 2014 11:52:10 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b0c955b0d855

Dear Mr. Kennedy,

I urge you to rule to reinstate Dr. James Kilgore to an appropriate academic position at UIUC at this week's Board meeting.

Dr. Kilgore is a valued colleague, scholar, author, and instructor. Discontinuing his employment because of a long-ago crime for which he has already served a sentence is tantamount to re-prosecuting and re-punishing him for that crime. That is not the American justice system envisioned by our most thoughtful and fair-minded political leaders, nor should it be the example we set for our students.

Respectfully,

[redacted]

[redacted]

Re: Urgent: Email U of I Board and Chancellor about James Kilgore's employment

2 message(s)
Date: Mon Nov 10 2014 12:24:36 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b365a223f161

I hope you and the Board of Trustees will follow the recommendations of the University committee and chaired by Matt Wheeler and reinstate the employment of James Kilgore. [redacted]

Request to reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:27:54 GMT-0700 (MST)
From: [redacted]
To: [redacted] pmwise@illinois.edu, James Kilgore
CC:
ID: 1499b2d90a013375

Dear Sir,
I received my PhD from UIUC in 2012. I am writing to ask you to please reinstate the employment of James Kilgore. I know him personally and professionally, as I have [redacted]. His work was invaluable, as many of the students remarked how helpful his services and teachings were. I also know James as [redacted]. I have taken the knowledge James has passed onto me and have incorporated it into my own work [redacted]. I have spoken with James personally about his criminal record and I have no doubt in my mind James has changed his views on how to achieve social justice. People change. We all make mistakes and we all go through a process of self-reflection. James is a peaceful, compassionate, intelligent, and kind man who does not deserve to lose his job because of a past record. He has done his time, he has worked hard to re-engage with society, and he deserves to not be stripped of a job he loves and is very good at. Students, the CU community, and faculty all benefit from James' contributions. I sincerely hope you take my email seriously and put into action my request. Please don't hesitate to contact me if you have any questions.
Sincerely,
[redacted]

[redacted]

Reinstatement of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:26:18 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b2bf4987b332

Dear Mr Kennedy,

I write to you from Johannesburg, South Africa, in order to add my voice to those of the many others whom I know are also writing to you at this time. Like those many others, I write to ask that you support the recommendations of the Wheeler review committee regarding the reinstatement of James Kilgore to employment at UIUC.

It must be unnecessary to recount here James' accomplishments and accolades, his teaching record, and the high esteem in which he is held by people in the US, South Africa and elsewhere. Having familiarised myself with details and events surrounding his termination, I am compelled to conclude that he became the victim of either tawdry political opportunism or childish ideological fears. Perhaps both. In any case, this unfortunate episode reflects poorly on the institution over which you preside, and on the cultural milieu that continues to produce such witch-hunts.

It is my understanding that the Board holds the power to reverse the embarrassing injustice that has been done, and to reinstate James. For his sake, for the sake of UIUC, and for the sake of a courageous example that may resonate far beyond the institution, I hope that you will do so.

With my best wishes for an edifying outcome,

[redacted]

Dr James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:21:00 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b26f0fdc7502

Dear Mr Kennedy,
I am writing to request the Board of Trustees of the University of Illinois to support the recommendations of the review committee chaired by Professor Matthew Wheeler to reinstate Dr James Kilgore. I am acquainted with Dr Kilgore's history and his work. In my understanding natural law demands that someone who has served a sentence for a crime should return to society as a citizen with the same rights as any other. It seems self-evident then that Dr Kilgore should enjoy fair treatment, especially by a group of leaders of an academic institution.
Yours sincerely,
[redacted].

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:18:07 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted]'Wise, Phyllis M"

ID: 1499b2463343b62f

Dear Chairman Kennedy:

Like most of my colleageus, I hope you will act positively on the recommendatoins of the committee that recently reviewed the board's actions with regard to James Kilgore. If the reports of this report are correct, it properly calls for a policy that will enable the university to hire people like Kilgore who have served their sentences and have valuable skills to provide.

Sincerely,

[redacted]

RE: Report on James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:15:53 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b224261d955f

Dear Chairman Kennedy,
Now that the Provost's Committee on the employment status of James Kilgore has issued its report, I urge you and the Board of Trustees to accept and follow the recommendations of the Committee concerning Mr. Kilgore, and to support the Provost.

I am optimistic that you and the Board will do the right thing.

Sincerely,
[redacted]

Support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:14:53 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]", "[redacted]", "Wise, Phyllis M"
CC:
ID: 1499b21766d72947

Hello University of Illinois Board of Trustee Members,

I am writing today to ask that you support the recommendations of the Hiring Process Review Committee regarding James Kilgore and reinstate his employment. As the committee has found, there was no violation of policy during the hiring process of James Kilgore and he has been an asset to the University over his past 4 years of employment here.

Furthermore, to not support the recommendations of the committee and to continue to deny James Kilgore employment would further strengthen claims against academic freedom and for discrimination at the University of Illinois, positions I am sure the board would aim to correct.

Sincerely,

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 12:09:38 GMT-0700 (MST)
From: "[redacted]
To: [redacted]
CC: "[redacted] "pmwise@illinois.edu"
ID: 1499b1c9fe8104c6

Dear Chris Kennedy,

I write urging you to strongly consider reinstating Professor James Kilgore to his position. As someone who has served his time, James Kilgore represents the possibility for rehabilitation within our criminal justice system. The review committee chaired by Professor Wheeler supports Professor Kilgore's reinstatement, and I believe it is the just thing to do.

Thank you for your time, and all best,

[redacted]

Reinstate James Kilgore!

1 message(s)
Date: Mon Nov 10 2014 12:08:42 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b1bb547a9e5c

Dear Chris Kennedy,

I am writing to ask the Board to support the recommendations of the review committee chaired by Professor

Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

Sincerely,

[redacted]

Please reinstate James Kilgore as per the review committee recommendation

1 message(s)
Date: Mon Nov 10 2014 12:05:05 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b185f71c244d

Dear Chris Kennedy,
I'm writing as someone who has edited James Kilgore's work in the past to urge you to reinstate him to his former teaching position. He has hidden neither his past record nor his remorse.

In a democratic society, the purpose of prison should not be revenge but reformation. The James Kilgore of today is not the same person he was at the time of the crime and should not be treated as if he were.

His politics at the time were antithetical to everything I believe in, but they have changed, and he should no longer be judged by them.

Thank you for your consideration,

[redacted]

james kilgore

1 message(s)
Date: Mon Nov 10 2014 12:01:15 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499b14db9983b0b

Dear Mr. Kennedy:

I hasten to add my humble voice to those urging you and the board you head to make it possible for James Kilgore once again to teach as an adjunct at UIUC, where I formerly served on the faculty.

Sincerely,

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:59:11 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499b13033a305a9

Dear Sir:

James Kilgore is a respected scholar and writer and expert in his field. He was completely open about his background when he was hired and he has served the university at a level well above his pay grade. There is really no justification for non-renewing his contract except that the News-Gazette tells you to, and that is not a valid reason.

Sincerely,

[redacted]

James Kilgore

2 message(s)
Date: Mon Nov 10 2014 11:57:47 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499b11b1d97f5d9

Dear Mr. Kennedy,

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.
Thanks you,

[redacted]

James Kilgore

2 message(s)
Date: Mon Nov 10 2014 11:58:20 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC:
ID: 1499b122fd5caadd

Dear Mr. Montgomery,

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week .
Thanks you,

[redacted]

[redacted]

James Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:54:46 GMT-0700 (MST)
From: [redacted]
To: "[redacted]
CC:
ID: 1499b0eee6877fce

Dear Sir:

I am asking you to accept the recommendations of the Review Committee and reinstate Professor Kilgore.

Thank you for your consideration.

Sincerely yours,
[redacted]

Sent from my iPad

Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:54:24 GMT-0700 (MST)
From: [redacted]
To: Christopher G Kennedy
CC: James Montgomery , Chancellor Phyllis Wise
ID: 1499b0ea010a68a9

Dear Chairman Kennedy,
I am writing to ask that you please reinstate James Kilgore as an adjunct faculty at the University of Illinois. It find it shameful that our university administration has blocked the rehiring of this upstanding citizen and excellent teacher. I encourage you to restore his position.
Sincerely,
[redacted]

[redacted]

James Kilgore reinstatement

1 message(s)
Date: Mon Nov 10 2014 11:52:27 GMT-0700 (MST)
From: "[redacted]
To: "[redacted]
CC: "[redacted], "pmwise@illinois.edu"
ID: 1499b0cd11b015a7

Gentlemen:
I write on behalf of James Kilgore at the University of Illinois UC campus. I am informed of his manifold gifts as teacher and researcher, and of the effort to forestall his employment because of a criminal record. It seems obvious that, having spent time in prison, he has "paid his debt to society, indeed more than paid since he is actively involved in benevolent work. His case represents an important dimension of movement for reform nationwide that is in the air and in the media concerning our country's outsized, and minority dominated, prison population. If we are not willing to restore to full civil rights those who have completed a sentence and who have gone on the make a very real contribution to society, I do not see any sense to our criminal justice system at all.
I am also a [redacted] We need more good work of the kind that Professor Kilgore is accomplishing for the betterment of our society as a whole.
Thank you for your attention.
[redacted]

Article from Chronicle of Higher Education re Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:43:58 GMT-0700 (MST)
From: "Foran, Ellen"
To: Ric Estrada , Pat Fitzgerald , Karen Hasara , Wilette Holmes , Chris Kennedy , "Koritz, Timothy N" , "[redacted], James Montgomery , Pamela Strobel , Lucas Frye , Danielle Leibowitz , "Cave, Hannah P (UIS)" , Lester McKeever
CC: "Easter, Robert A" , "Hardy, Thomas P" , "Bearrows, Thomas"
ID: 1499b052a09f271d

November 10, 2014 by Andy Thomason

U. of Illinois Board Will Take On Case of Adjunct With Criminal History

Later this week the University of Illinois's Board of Trustees will consider the case of an adjunct professor whose contract was not renewed after his criminal history was publicized in the local news media, Inside Higher Ed reports.
The board will hear the results of a faculty report on the case of James W. Kilgore, who was told in April that he would not teach again on the system's flagship campus. Mr. Kilgore once had ties to the Symbionese Liberation Army, a radical group, and was arrested in 2002 for his role in a bank robbery that killed one person in 1975. *The News-Gazette*, an Illinois newspaper, thrust Mr. Kilgore into the public eye in February with an article about his past.
Mr. Kilgore has said that the university was fully aware of his criminal history, and that the decision not to renew his contract was the result of external pressure. The American Association of University Professors criticized how the case was handled by the university, which subsequently formed a committee to draft a report on the matter.
That report, now complete, recommends altering how the university administers and weighs criminal-background checks, but says Mr. Kilgore should be eligible for hire. The system's Board of Trustees, which opted not to hire another controversial professor—Steven G. Salaita—in September, will vote on Mr. Kilgore's employment on Thursday, reports *The Daily Illini.*
http://chronicle.com/blogs/ticker/u-of-illinois-board-will-take-on-case-of-adjunct-with-criminal-history/89333

From: Hardy, Thomas P
Sent: Monday, November 10, 2014 11:20 AM
To: Dennis, Jan; Bearrows, Thomas; Kies, Susan Mary; Hudak-David, Virginia
Subject: RE: kilgore rally/Wheeler report posted online

A link to the 19 page Wheeler Committee report is included in the Inside Higher Education online story and the entire report and its contents can be found there.

Tom H

https://www.insidehighered.com/news/2014/11/10/u-illinois-board-receives-report-recommending-reappointment-ex-convict

From: Dennis, Jan
Sent: Monday, November 10, 2014 10:26 AM
To: Hardy, Thomas P; Kies, Susan Mary; Kaler, Robin Neal; Easter, Robert A
Cc: Hudak-David, Virginia; Clements, Vicki; Devocelle, Michael J
Subject: kilgore rally

About 50 people attended the Kilgore rally in front of HAB this morning. Most looked like faculty and staff, few appeared to be students. Media that I saw were the N-G, DI, WDWS and WILL radio.

Speakers were William Sullivan and DeDe Ruggles, both landscape architecture profs; Merle Bowen, director of the Center for African-American Studies; and Kilgore's wife, Teresa Barnes. I did not see James Kilgore in the crowd.

Speakers provided background on the Kilgore case, relying heavily on the committee report recommending his continued employment. Sullivan was the keynote speaker, of sorts, and called on the BOT to:

- Follow the committee's report and reinstate Kilgore immediately;
- Make a public statement commending the committee for its work;
- Refrain from interfering with the hiring decisions of campus administration in the future;
- Recognize the authority of campus administrators to do their jobs and remember that the board's job is to set policy and secure funding, not to micromanage.

Ruggles also discussed the committee's recommendations on criminal background checks for future hiring, and said no policy should be enacted without further study. She said that blanket background checks are a violation of human rights, penalizing people for acts for which they've served their time. She said one in four adults has a criminal record and if they have served their time, "who are we to retry

them" and "these are not life sentences."

Dr. Barnes encouraged the board to reinstate her husband and to do it at this week's meeting, not push the decision back yet again.

She also noted that BOT email addresses have been distributed and encouraged supporters to contact trustees.

Jan Dennis
Assistant Director
Office for University Relations
108 Henry Administration Building MC-370
506 S. Wright St.
Urbana, IL 61801
217-244-0611
jdennis@uillinois.edu

Kilgore Case

1 message(s)
Date: Mon Nov 10 2014 11:41:21 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: pmwise@illinois.edu, [redacted]
ID: 1499b02a416396c7

Dear Chairperson Kennedy:

I am writing in the best interests of the University of Illinois and in support to normal shared governance procedures to ask you and other members of the board to accept the recommendations of the provost's committee regarding James Kilgore's employment at the University of Illinois at Urbana. The committee's deliberations and recommendations appear to be particularly thorough and responsible in all respects. Speaking as a member of the faculty at UIUC, I would say we are at a delicate moment in terms of shared governance decisions on our campus. Your support of the committee's recommendations would go a long way toward improving that situation.

Many thanks for your consideration.

[redacted]

Please reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:38:58 GMT-0700 (MST)
From: [redacted]
To: "[redacted]" "[redacted]" "pmwise@illinois.edu"
CC:
ID: 1499b008ee23d5e6

Dear Board members Christopher Kennedy and James Montgomery and Chancellor Phyllis Wise

Please support the recommendations of the review committee chaired by Professor Matthew Wheeler and reinstate the employment of James Kilgore at your meeting this week.

This matter has received much attention here in South Africa and I know many people share my wish that it should be favourably resolved.

Yours sincerely

[redacted]

[redacted]

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 11:38:51 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted]
ID: 1499b0065fb1d56f

Mr.Chris Kennedy ...

I strongly recommend the University of Illinois reinstate the employment of James Kilgore.

[redacted]

Review Committee Report

1 message(s)
Date: Mon Nov 10 2014 10:49:27 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted], pmwise@illinois.edu
ID: 1499ad32609a1849

Dear President Kennedy,

The review committee chaired by Professor Matthew Wheeler has completed its report on the employment status of James Kilgore. I encourage the Board to support the recommendations of the review committee and reinstate the employment of James Kilgore. The committee has done its job and fulfilled its responsibilities to the Board. The Board should now respect the findings and recommendations of the review committee and reinstate James Kilgore to his previous status as part-time instructor on the U of I campus.

Respectfully,

[redacted]

[redacted]

Reinstate James Kilgore

1 message(s)
Date: Mon Nov 10 2014 10:15:58 GMT-0700 (MST)
From: [redacted]

To: "[redacted]
CC: "[redacted]'Wise, Phyllis M"
ID: 1499ab52bf57c7fe

Dear Chair Kennedy,
I am writing you today to show my support for the reinstatement of James Kilgore. The review committee, chaired by Professor Matthew Wheeler, has completed their careful review and the committee recommends reinstatement of James Kilgore. In order to show good faith and sound administrative stewardship, it is incumbent upon you to follow the recommendation of the review committee and to reinstate James Kilgore. Anything short of this further undermines the confidence of good Administrative stewardship by the Board of Trustees at the University of Illinois.

Thank you for your time,

[redacted]

[redacted]

FW: James Kilgore case

1 message(s)
Date: Mon Nov 10 2014 09:28:33 GMT-0700 (MST)
From: "[redacted]
To: [redacted]
CC:
ID: 1499a89c17d29e4e

In anticipation of the Board of Trustees meeting this week, I am writing in strong support of the recommendations of the review committee chaired by Professor Matthew Wheeler asking for the reinstatement of James Kilgore.

[redacted]

Re: the reinstatement of James Kilgore

1 message(s)
Date: Mon Nov 10 2014 09:24:47 GMT-0700 (MST)
From: [redacted]
To: [redacted]
CC: [redacted] pmwise@illinois.edu
ID: 1499a859b70b4707

Hello Chairman Chris Kennedy,

I am emailing you to advise and encourage you to follow the recommendations of the review committee lead by Dr. Matthew Wheeler to reinstate James Kilgore as soon as possible.

Thank you,

[redacted]

NEWS AND TRENDS, Nov 8-10, 2014

1 message(s)
Date: Mon Nov 10 2014 07:12:52 GMT-0700 (MST)
From: "Hudak-David, Virginia"
To:
CC:
ID: 1499a0d76856cb04

NEWS AND TRENDS, Nov 8-10, 2014

1 – A Second Chance?, IHE, Nov 10
2 – UI trustees' meeting to include president candidate interviews, NG, Nov 8
3 – Blue skies ahead?, NG editorial, Nov 10
4 – UIS' Computer Science program providing opportunities, SJR, Nov 8
5 – Saying No to Fully Online, IHE, Nov 10

1 -- A Second Chance?

In the aftermath of the Steven Salaita case at its Urbana-Champaign campus, the University of Illinois Board of Trustees is set to consider another controversial faculty decision this week: that of James Kilgore. The adjunct professor of global studies and urban planning received word last year that although he was scheduled to teach classes this semester, his service was no longer needed at the university, ever. Explanations were few and far between, but Kilgore and his supporters believe that a local newspaper article detailing his criminal past as part of the Symbionese Liberation Army caused the university – which knew about his record and hired him anyway – to reverse its position.

To some observers, the move was the right one. Kilgore was involved in a 1975 bank robbery that resulted in the murder of an innocent woman, Myrna Opsahl, and he was a fugitive for more than 25 years before he was captured in South Africa. Following his 2002 arrest, he spent six years in prison for second-degree murder (he wasn't the gunman), possession of an explosive device and passport fraud. Critics said he should not be teaching at a public university.

But other observers – including many faculty members at Illinois who knew Kilgore as a valuable colleague – saw the university as bowing to outside political pressure, trampling adjunct faculty rights and, perhaps most disturbingly, withdrawing its commitment to helping ex-convicts move on with their lives. Kilgore had gotten a Ph.D., taught and published, started a family (his wife is a tenured professor at Illinois), and rejected what he calls the "politics of small-group violence." Now Kilgore wanted to serve the university, supporters said. Wasn't that a story that demonstrated the power of higher education, and of redemption?

...

https://www.insidehighered.com/news/2014/11/10/u-illinois-board-receives-report-recommending-reappointment-ex-convict

2 -- UI trustees' meeting to include president candidate interviews

The search for the next University of Illinois president is winding down, with candidate interviews scheduled next week.

UI trustees have a day-long meeting Tuesday at the Hyatt Regency O'Hare in Chicago for university employment or appointment matters. The session is closed to the public. University spokesman Tom Hardy would not confirm any details about the agenda.

...

Trustees had originally said they wanted the new president chosen by Jan. 1 so he or she would have plenty of time to transition into the job before Easter leaves. Officials said they accelerated the timeline so the next president could participate in the selection of a new Chicago chancellor to replace Paula Meares, who plans to step down in January.

"We're looking for a good leader with a strong background in academics and leadership, and someone who has a lot of energy and gets along well with people," Hasara said.

http://www.news-gazette.com/news/local/2014-11-08/ui-trustees-meeting-include-president-candidate-interviews.html

3 -- Blue skies ahead?

The strategic business plan for the University of Illinois Willard Airport calls for substantial changes — and fast.

For its entire 69-year history, Willard Airport in Savoy has been a part of the University of Illinois, serving not just as a community airport but as a training ground for pilots. Starting in 1954 and continuing to the present, Willard has also offered commercial air service.

While the airport has changed over the years along with the rest of the aviation industry, one thing remains the same at Willard: its management. The airport operates under the Urbana campus' vast administrative umbrella.

...

One of the refreshing aspects of the task force's work has been its strategic approach. The group did not look at other airports in central Illinois as Willard's sole competitors. Instead, they took a broader view, looking across the nation at the small and medium-sized airports, just as the airlines themselves do. Further, the group turned the tables and looked at the airport and its various services from a traveler's perspective. Meeting and exceeding customers' expectations is a key element to any successful enterprise.

Not surprisingly, this plan will require money. In fact, not just the university's subsidy (which is expected to continue for another three years), but also community money. The report estimates that over a three-year period, the community would need to contribute an additional $713,000 to fully implement the airport plan. That may be a hard sell in Champaign, Urbana and other towns that face a bevy of other needs, such as roads and schools.
http://www.news-gazette.com/opinion/editorials/2014-11-10/blue-skies-ahead.html

4 -- UIS' Computer Science program providing opportunities
Just a few days ago, Huff Post Education (an education news website) featured an article by Dr. Linda Rosen, a well-known national leader in STEM education.

STEM refers to science, technology, engineering and mathematics, and according to a study cited by Rosen, students who gain a strong STEM foundation and who pursue college majors in STEM fields face much brighter career prospects today than students in many other professional areas. "Even in a tough economy," she stated, "STEM is where the opportunities are."

Those ever-increasing opportunities in STEM fields are certainly evident on the University of Illinois Springfield campus, where our Computer Science program has grown from just over 100 students in 1990 to well over 1,000 undergraduate and graduate students today.

The program has earned the prestigious Center for Academic Excellence designation from the U.S. National Security Agency and the Department of Homeland Security and its online Computer Science degree has been cited as one of the four leading online Computer Science programs in the country (along with MIT, Oregon State and Udacity).

...
http://www.sj-r.com/article/20141108/News/141109562#ixzz3lfpbjfVl

5 -- Saying No to Fully Online
UF Online, the University of Florida's online education arm, won't offer a political science degree after the department, concerned about quality and the state's shifting leadership, voted against the idea.

Unlike many online education initiatives, which target adult learners and other groups of students not normally served by course offerings on campus, UF Online is meant to educate first-time-in-college students – high school graduates between the ages of 18 and 22. When a department at UF declines to participate, it creates a hole in UF Online's lineup.

The decision wasn't based on passionate opposition to online education, said Ido Oren, associate professor and chair of the political science department. The department already offers online versions of several of its introductory and upper-level courses, but the idea of stringing those courses into -- and developing a number of new courses for – a fully online major gave some faculty members pause.

"I think there were a few who were passionately opposed, but my reading is most of the faculty were in a pragmatic, non-ideological mode," Oren said in an interview. "They could see the arguments on both sides of the issue. I would say many faculty said, 'I could live with it, it's not my passion, I don't want to get invested in it, but I could see why we would get involved.' "

Other faculty members, Oren said, questioned the quality of fully online programs -- a common concern among faculty. When the votes were tallied, about two-thirds of the department voted against creating an online major, which UF Online's business plan pegged for a launch during the 2017-18 academic year. The news was first reported by The Independent Florida Alligator.

...
https://www.insidehighered.com/news/2014/11/10/u-florida-political-science-department-declines-build-fully-online-degree

Ginny Hudak-David
Senior Associate Director
Office for University Relations
University of Illinois
Urbana-Champaign, Chicago, Springfield
108 HAB, Urbana, IL 61801
217-333-6400
hudakdav@uillinois.edu uillinois.edu/our

Under the Illinois Freedom of Information Act, any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure. Individuals should not have an expectation of confidentiality or privacy.

FW: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

1 message(s)
Date: Wed Nov 05 2014 07:39:06 GMT-0700 (MST)
From: "Kies, Susan Mary"
To: "Kies, Susan Mary"
CC: "Easter, Robert A" , "Hardy, Thomas P" , "Bearrows, Thomas" , "Ike Saunders ([redacted])" , "Rice, Scott"
ID: 14980652d816bcda

TO: Members of the Board of Trustees and Mr. McKeever

Please see the email from James Kilgore below regarding a media event planned on November 10, 2014.

Susan

Susan M Kies, EdD
Secretary of the Board of Trustees and of the University
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801
O: (217) 333-1920
H: [redacted]
C: [redacted]
kies@uillinois.edu

From: James Kilgore [redacted]
Sent: Wednesday, November 05, 2014 1:30 AM
To: James Kilgore
Subject: Invite to attend media event re: James Kilgore's Employment Status at U of I-Nov 10 9:30 a.m.

Dear friends,
Earlier this year you signed a petition in support of my continued employment at the University of Illinois. Once again, let me say how grateful I am for that support. I have remained unemployed since May 15 while my status has remained in limbo. Over the summer the Provost appointed a committee to investigate and report on the process through which I was hired. **Professor Matthew Wheeler of the Department of Animal Sciences** chaired that committee. I am told that the Board of Trustees meeting of November 13th in Chicago will consider the recommendations of this report and a resolution pertaining to my employment at the U of I.
At 9:30 a.m. on Monday, November 10th, The Friends of James Kilgore will hold a media conference in the run up to the Board meeting. It will take place **on the Wright Street side of the Henry Administration Building** (506 S. Wright St), which houses the offices of the Board. The Friends will be asking the Trustees to follow the recommendations of Professor Wheeler's committee. Furthermore, they will maintain that the Board of Trustees has no authority to breach the autonomy of campus governance and violate the procedures for hiring faculty and staff already in place and recognized by the university Administration.
I and the Friends would be very appreciative if you could attend this conference as a show of support.
Thank you,
James Kilgore
Research Scholar
Center for African Studies
UIUC

PRIVILEGED AND CONFIDENTIAL: Employment

1 message(s)
Date: Mon Nov 03 2014 09:19:36 GMT-0700 (MST)
From: "Foran, C. Ellen Via BoardVantage"
To: [redacted]
CC:
ID: 14976745a8f77db5

From:	Foran, C. Ellen
Company:	University of Illinois
Message:	Dear Members of the Board of Trustees and Mr. McKeever, We have made a Board Book, in addition to Dr. Kilgore's correspondence file. Mr. Kennedy asks that you review this material for discussion at the November 13, 2014, Board meeting. Contents include: *Chancellor Wise quote *Charge letter to the Review Committee *Review Committee Report *9/10/14 letter from Secretary Kies *DRAFT letter from Secretary Kies Thank you, Ellen PRIVILEGED AND CONFIDENTIAL_ Employment